

Local Government SERVICE



APRIL 1939

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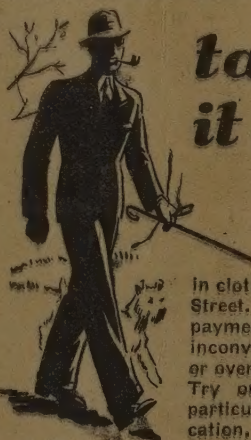
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Local Government SERVICE



OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

APRIL 1939

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NOTES AND COMMENTS

Meeting the Air Menace

THE recently-formed Air Raid Defence League has made an excellent start in its campaign of popular discussion, enlightenment, and recommendation on the problems of civil defence. The league has been founded—somewhat tardily, many may think—by a group of public-spirited men and women of all political parties and all walks of life who feel that protection against the menace from the air is a matter of public as distinct from departmental concern. It has created a series of technical committees to deal with each of the many aspects of air raid defence, and proposes, in a series of documents on the lines of the familiar P E P broad-sheets, to subject the official schemes to searching analysis and constructive criticism. While it may, in some degree, be described as a "ginger group" in so far as it intends to spur on the Government, the local authorities, and the public, to more useful and more energetic effort, it has no intention of allowing its work to degenerate into destructive abuse of official schemes. Rather does it intend to see that those schemes are made more effective, and are more closely related than has been the case hitherto to the real needs and resources of the nation. Every local government officer who recalls the muddles and blunders of A.R.P. in the past, and the lack of appreciation shown by Whitehall of the human and financial problems involved, will agree on the need for such work, and will be glad to learn that N.A.L.G.O. has offered the league its fullest co-operation.

Shelters and Commonsense

IN its first bulletin, just issued, the league analyses the shelter problem with refreshing realism and commonsense, cutting through the present futile wrangle between those who see in deep bombproof shelters the only possible protection, and those who oppose them

everywhere. The advantages and disadvantages of each type of shelter are carefully reviewed, and it is emphasised that there can be no universal panacea; each area must choose the form of protection best suited to its site, the needs of its inhabitants, and the risks it will have to face.

In general, the report favours the "Anderson" steel shelter or similar blast and splinter-proof protection, for most suburban areas and for urban areas of small houses with suitable yards or gardens, and the deep shelter, for congested areas, containing strategic targets, and which cannot be evacuated. It is estimated that not more than 2,000,000 people would require deep-shelter protection, and that the cost should not exceed £30,000,000.

Emphasis is laid on the need for a comprehensive survey of all areas to determine which form of shelter is the most suitable, and on the fact that there are many types available. The league also calls for immediate tests to determine the conflict between those who favour strengthened basements and those who regard them as "death traps rather than refuges," followed by a survey of basements available.

Space does not permit reference to the many other questions discussed in this report; we would urge every local government officer engaged in A.R.P. work to join the league, when he will be sent copies of this, and of the further bulletins promised. The address is Fielden House, 10, Great College Street, London, S.W.1, and the annual subscriptions are 6s. for a member and 2s. 6d. for an associate.

In Wildest Wales

THE report of the Ministry of Health inquiry into the anti-tuberculosis service in Wales and Monmouthshire, with its records of overcrowding "worse than anything one could find in the native quarter of

Shanghai," and of a village "in the same state as when the Romans left it in A.D. 400," must have come as a severe shock to those who regard our administrative system with complacency. It is clear that even to-day there are parts of Wales—and, no doubt, of England and Scotland, too—where the claim that local government spells civilisation is a hollow mockery.

Of particular interest to N.A.L.G.O. is the connection, clearly made in the report, between bad administration, underpaid staffs, and small authorities. The appalling neglect of housing, hygiene, and sanitation described in the report becomes less incredible when one reads of boroughs and urban districts in which a penny rate yields £12, of sanitary inspectors receiving salaries of £20 a year, of medical officers of health who devote the bulk of their time to private practice. In only 15 of the 30 non-county boroughs in Wales does a penny rate yield more than £100; of the 94 medical officers serving 105 non-county boroughs and urban districts, 75 give part-time service only; some of the sanitary inspectors also do the work of rating officers, cemetery superintendents, veterinary surgeons, income-tax collectors, farmers, butchers, and hotel-keepers.

How can efficient administration be expected in conditions such as these? In insisting on a reasonable salary for every officer, and on the abolition or amalgamation of every authority too small or too poor to pay such salaries, N.A.L.G.O. is striking a blow for a more effective, as well as a more contented, service.

Small Authorities in Education

THE small authority comes in for more severe criticism in a recent P.E.P. broadsheet on the control of education. After illustrating how many authorities are responsible for small school populations, the writers state:

"Among the disadvantages of the small authorities are their inability to provide a completely adequate service and to employ a highly qualified administrative staff. Sometimes even non-secretaries and directors of education of small Part III authorities are employed part-time, and few of these administrators among the smaller authorities receive the salaries or possess the qualifications of some of the directors who have made reputations in their work for progressive authorities."

Another drawback of the present system is the inequality of opportunity as between one area and another, of which the report gives some disturbing examples. It seems clear that this problem of the small authority is one which N.A.L.G.O. will have to consider soon, from the point of view of efficient service as much as from that of the interests of its members.

County Councils Jubilee

PRESSURE of A.R.P. work and rising rates are combining with apathy towards public relations activities to make the celebration of the county councils jubilee this month less effective than it might have been. Most of the counties are issuing the useful booklet prepared by the County Councils Association to their ratepayers, with the addition of local chapters; some are giving school holidays and holding banquets and similar festivities. Several N.A.L.G.O. public relations

correspondents have persuaded local newspapers to print special articles on the work of the authority, or to publish jubilee supplements—a fine piece of work which we hope their councils will recognise. But apart from this, and the L.C.C. film and exhibition referred to on page 112, we have heard of no effective attempt to tell the citizen just what the county council does for him and to interest him in its activities.

This is particularly unfortunate at a time when the rise in rates is increasing criticism of county administration. Surely it would have been to the advantage of the councils to use the occasion for a vigorous drive, through the Press, exhibitions, films, broadcasts, and other vehicles of information, to show the ratepayer what good value he gets for his money.

Public Relations Policy

THE thoughtful criticisms of N.A.L.G.O.'s public relations policy expressed by the Leslie Brook in his letter in "Readers' Forum" this month deserve consideration by all interested in this aspect of the Association's work—which should mean every member.

We fully agree with most of what he says, both on the danger of allowing the policy to be tainted by self-interest, and on the need to begin public relations with the relationship between the individual officer and those members of the public with whom he comes into contact. If public relations were to be confined to propaganda on behalf of the officer it would certainly fail. It is local government as an institution, not the officer, nor even the Service, that we must advertise. And that can be best done by the individual. Personal impressions still count for much, even in a mechanised world, and the man in the street will always judge local government by his personal experiences of it. If we can secure that every ratepayer invariably meets with courtesy, justice, and consideration at the hands of local government officers, then our task will be largely accomplished.

In saying that we do not, of course, mean to imply that the campaign of public information, through the Press, the film, the radio, lectures, pamphlets, and so on, is worthless. On the contrary, it is of the utmost importance, for we must create an instructed and interested, as well as an appreciative, public.

Norwich Guildhall

THIS month's fine cover picture, the work of Mr. George A. F. Plunkett, of the Norwich Public Health Department, shows Norwich's lovely mediæval Guildhall, in which magistrates' and assize courts are still held.

The hall was built in 1407-13, on the site of a humble thatched tollhouse, soon after the city received its first Charter. In 1412 prisoners were transferred to the cells below the building. A tower, which collapsed in 1511, housed the treasury.

The most beautiful part is the Council Chamber, a splendid example of a Tudor Court of Justice, with a wooden roof with panels and pendants, walls bordered with linenfold panelling, and three windows filled with ancient stained glass. Civic affairs were conducted there until 1938, when a new City Hall was opened. To-day the Council Chamber is frequently used by various societies.

JUBILEE OF THE COUNTY COUNCIL

THE county councils are now celebrating the jubilee of their corporate existence, which was instituted by the Local Government Act of 1888, and officially begun on April 1, 1889, in the case of the provincial councils, and on March 21 of that year in the case of the London County Council.

Only a few years ago, in 1935, the municipal corporations were celebrating, not a jubilee, but a centenary; and it will be five years or so before the urban and rural district councils attain—and, we hope, celebrate—a span of life equal to that now attained by the county councils.

On the whole, therefore, though our local government hierarchy may be described as mature, it is manifestly a modern creation. Only in a limited sense is it true to say that English local government dates from Anglo-Saxon times, and that its foundations are now what they were then. That may truly be said in this sense: both in our own time and that of our Saxon forbears, as well as in most periods intervening, local government in this country has meant a substantial measure of local self-government, as distinct from the localised administration of agents of the central government which is all that it has meant, and still means, in some countries.

In other respects our system of local government is no older than modern industrial society—in fact, not as old. The industrial revolution forced us to “make all things new,” but it forced us very slowly, as a consideration of the anniversaries we have cited will itself serve to show. The industrial revolution had run its course for fifty years before the forces of democracy could add victory in the sphere of town government to the victory of parliamentary reform, by supplementing the Reform Act of 1832 with the Municipal Corporations Act of 1835. For victory in the rural areas they had to wait another fifty years or so. Here, except in growing urban communities catered for by variously named *ad hoc* bodies of commissioners, highway boards, and boards of health, the justices retained control of local government until 1888, combining the repair of highways and bridges with the exercise of criminal jurisdiction and exercising, in fact, an extraordinary medley of administrative and judicial functions. The tempo of one century is not the tempo of another; but there is much in the history of even modern local government to discourage prophecies of rapid change.

The county councils began their career, as did the boroughs scheduled to the first Municipal Corporations Act, with a very slender nucleus of functions. They took over most, but not all, of the administrative functions of the justices, and notably the highway and bridge powers. But they did not assume the same control of police as was given, through the watch committees, to the boroughs; they participated with the justices, as they still do, in the appointment of a standing joint committee to exercise this control. And neither then nor subsequently did they assume control of the environmental health services which were the chief phase of public health activities until this century; for these fell to the boroughs and to the urban and

rural districts set up in 1894 and formed, for the most part, out of the areas of the commissioners in the case of the urban districts, and out of the poor law unions in the case of the rural districts.

The Act of 1902 gave the county councils substantial powers in education; but the largest additions to their responsibilities came in the post-war years and chiefly under the Act of 1929—which made them responsible for poor law, and classified roads everywhere outside the county boroughs.

Whatever the effect on the local government organism as a whole, there can be no doubt that added responsibilities have improved the capacity of the county councils themselves, evoking new energies and a creative spirit which critics had previously found lacking. They have had to discard the leisurely administrative habits of the pre-war period; and their new concern with social services in urbanised areas has unquestionably made them more conscious of, and responsive to, social need and feeling. If in the course of these new duties they have become familiar with the social stresses which bring so much *Sturm und Drang* into local and city government, neither they nor their officers will, in the long run, be the worse for it.

The growth of county council functions has been watched with some jealousy by boroughs and districts; though more, we think, because of the disturbing effects of plans and prophecies of radical change in local government areas than because of any substantial improvement of their own powers. The boroughs and districts have had their own good measure of new tasks; and it is not always realised that even when a service has been “transferred” to the county council from the boroughs or districts, the latter may have executive charge of it in their own areas as agents for the county council.

The dominating motive in such transfers has often been to “spread the charge.” Those who believe in the big unit—and who does not, for some purposes?—would do well to remember that the choice of the county rather than the borough or district has been on that ground, rather than because the county is a better administrative unit.

There is ample scope in the existing system for a greater elasticity in the division of function between the various authorities in the administrative county; and many of the most efficient counties practise a large degree of delegation of their own powers to the boroughs and districts.

The county councils are more likely to survive threats of regionalism if they adapt themselves to modern conditions. It is preposterous that legislation which distributes local government functions should contemplate county councils as uniformly large bodies; that Rutland (and many others not much larger) should be referred to as “major authorities,” while a borough or district of 50,000, with utility as well as local government services, is spoken of as a county district or minor authority. The sentiment for the pump should be no more sacrosanct in county than in parish.

COUNTY COUNCILS—THE NEXT FIFTY YEARS

A Provocative Prophecy—by E. L. HASLUCK, C.C., M.A., D.P.A., F.R. Hist. S.

THE art of prophecy possesses a technique of its own. Etymologically a straightforward variety of "public speaking," the term has been invested with a mystic and magical quality, since the biblical prophets were held to be inspired by a supernatural guidance which affixed the seal of certainty, not only to their expositions of the present, but also to their forecasts of future developments. That the magical form of the art is by no means extinct is apparent from a glance at some of our national newspapers. Doubtless, those experts who can interpret the music of the spheres would be able to give us an accurate picture of developments in county government during the next fifty years; even a slight acquaintance with astrology leaves one with the impression that it would almost certainly be found that the sun was entering Libra at the moment of the passing of the Weights and Measures Act, 1878, that there was an occultation in Aquarius to signalise the royal assent to the Rivers Pollution Prevention Act, 1876, and that Mars was in the ascendant during the transfer of A.R.P. functions to local authorities.

To most of us, however, the art of prophecy must be a mere pedestrian matter of deduction from tendencies and developments in the recent past, and a forecast of the future of county government must take into account, not only the ideals of our most progressive administrators of to-day, but also the inveterate conservative traditions of British constitutional theory and practice. Critics of housing development are fond of quoting the case of the council tenant who uses the enamelled porcelain bath as a coal-scuttle, though housing estate managers will regard this ingenious person as an ultra-hypothetical tenant; a survey of British constitutional development suggests that it is

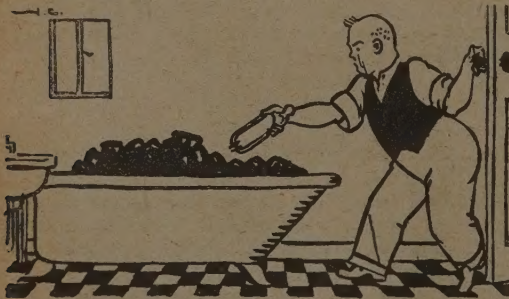
of existing institutions and will be modified in their application by a host of exceptions dictated by a reverential consideration for vested interests. The administrative map of England will probably show great changes in two directions, firstly in the amalgamation of many of the smaller counties under a single county or regional council, and secondly in the amalgamation of county boroughs with the adjacent administrative counties. The kind of local government unit foreshadowed in the majority report of the Tyneside Commission, with densely populated urban areas sharing the lot of wide rural areas, will become accepted as the most reasonable administrative division of a country in which urban and rural standards have become almost indistinguishable and in which improved travelling facilities have gone far to annihilate distances.



Yet local patriotism will have been strong enough to insist on numerous exceptions to the general rule, and within some of those larger units that appear on the map of 1989 there will be subordinate "county councils" of considerable dignity but with powers less than those of a present-day rural district council.

"Larger units," in fact, will be the slogan of the next fifty years. The oft-debated question of "police merger" will have been solved by the suppression of the borough police-forces generally, though certain large county boroughs that have resisted amalgamation with the adjacent administrative counties will retain their own separate forces, whilst there will still be operative numerous guarantees given at the time of merger, particularly those restricting the normal duties of officers recruited before merger took place to work within the old borough boundaries. Standing joint committees will be non-existent, the administrative duties of the justices, particularly in regard to police and the licensing of entertainments, having been transferred to the compendious local government units. The age-long tradition of brewster sessions may resist a similar process of transference in respect of liquor licensing. It would not be surprising to find that the justices still retain some shreds of their old administrative functions; it may still be the practice on occasion to call in a couple of J.P.'s to view a highway that is to be stopped up.

Highway administration generally will change rather in engineering technique than in organisation. The



far more likely that the "true-born Englishman" will perform the thorough ablutions of the most advanced "Keep Fit" movement in a wooden bath-tub based in design on the barrels used in the initiation of Knights of the Bath in the fifteenth century. The wine of British public administration is of a high quality, but, whatever the vintage, the bottles in which it is accommodated are often of extreme antiquity.

Hence it may be expected that whatever reforms are introduced into local government during the next fifty years will be to a large extent forced into the shape

principle of national highways will be vastly extended; nearly all the present class I, and some of the present class II, roads will be nationalised. The work of the traffic commissioners will have become complicated by the transfer to their supervision of the frequently-changing regulations regarding aerial traffic, but increased control by the Ministry of Transport will have



largely relieved them of the responsibility of coming to controversial decisions on policy.

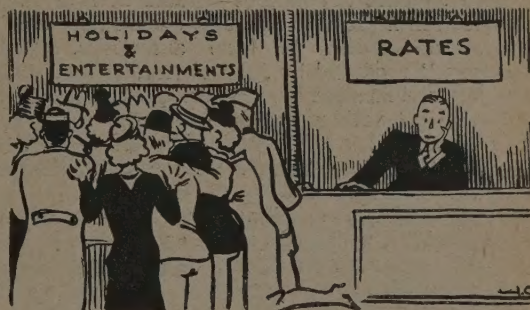
Public assistance departments will, for all practical purposes, be non-existent. The "break-up of the Poor Law," envisaged by the Minority of the Poor-Law Commission in 1909 will have become complete and the only trace of a separate organisation to deal with the destitute will be the "Casual Station," providing accommodation for the few vagrants whose nomadic temperament resists all the allurements of a settled life.

In the realm of public health great strides will have been achieved. The environmental services will have sunk entirely into the background, general sanitation and water-supply being subjects of ordinary routine. The hospital service will be, in effect, completely nationalised, though the voluntary hospitals—after a fierce controversy that will have convulsed local government circles for a couple of decades—will retain their own boards of governors and their own traditions, occupying much the same place in the educational sphere as that of the grant-aided endowed schools of to-day. The medical staffs of the old voluntary hospitals will draw their salaries as cheerfully as did the "panel" doctors who so strenuously resisted the original terms of the National Health Insurance scheme. Far more public money will be devoted to purposes of research. The "Keep Fit" movement—closely co-ordinated with education in all its branches—will have been elevated to the position of a major activity in public



health departments. The hospital and special medical services—which will include a much wider home treatment programme than at present—will still be run on the contributory system of "pay what you can," though the fees charged will be considerably lower than the actual cost of the services rendered. A subsidiary development of the public health departments will be the inclusion of music, entertainments, and travel facilities among the services provided by local authorities—following the report of the Inter-Departmental Committee on the Psychology of Leisure Activities in relation to Public Health (Third Interim Report, July, 1964; Cmd. 158,792).

Educational developments will embrace a vast extension of the free scholarship system, the most advanced university and technical education being readily accessible to every promising student irrespective of the financial resources of his or her family. The "Part III Authority" will have gone the way of the boards of guardians, though only after a gigantic struggle and many postponements of the proposed reform. But the most striking change in the educational field will be in respect of the syllabuses current in elementary and secondary schools, the "compulsory" subjects being reduced to a comparatively small space, whilst a wide selection of "optional subjects"—many taught by peripatetic instructors—will cover the greater part of the school time-table. The mental gymnastics of square-root and quadratic equations, never called into use by one in a thousand citizens after leaving school, will be relegated to the sphere of "optional" studies. The "examination fetish" will remain, but only after drastic alterations in the syllabuses and examining methods of the supervising bodies.



After the report of the Fourteenth Departmental Committee on Local Taxation, the whole system of rating, already completely undermined by successive modifications, deratings, and manipulations of exchequer grants, will have been abolished, a modified form of local income-tax being the mainstay of locally raised revenue. Increase in grants will inevitably be accompanied by a further extension of control by Whitehall. Municipal trading will have become an important part of county council work, and will be extended to the provision of touring holidays, musical and dramatic entertainments, and facilities for recreational sport, including aviation.

The increase in the activities of county councils, coupled with the enlargement of the average area of "county" government, will lead to a vast increase

in the number of local government officers. The work done will be so vast that the council departments will have become almost independent organisations, loosely co-ordinated under the nominal control of a highly dignified but totally inefficient county parliament. Such effective control over expenditure and efficiency as exists will come from Whitehall rather than from the local electorate. It is therefore to be expected that the quality of administration will vary enormously between department and department, between the sub-divisions of each department, and even between separate institutions under the control of the same sub-department. The wide variations in efficiency between educational institutions run by the same sub-committee in some of our larger local education authorities to-day suggest that there is an "optimum size" of local government organisations. A "municipal civil service" tradition of integrity and efficiency will have taken root by 1989, but, whilst some services in some areas will be models of efficient and economical administration, there will be spasmodic plague-spots of mismanagement and corruption which will create periodical public scandals.

The sublime fiction of "the Council in its wisdom" will continue to flourish like the green bay tree. Public speeches will reiterate the praises of the "great unpaid," who, turning away in bewilderment from the complex legal and administrative structure of the departments

over which they are nominally in control, will devote themselves with zest to the delightful and ancient game of jockeying themselves into positions of ever greater



prominence in the public eye. The Corporation Mace—ceremoniously transported to the county hall after the amalgamation of the county borough—and the Chain of Office will still be the symbols of the great traditions of British Democracy in local government, but the "permanent secretaries" of each county department will find the chairman of committee as helpless in their hands as is a fledgling chick between the paws of a cat.

The lot of the local government officer of 1989 will be reasonably satisfactory. He will have only two grievances—*ultra vires* and inadequate salaries.

"THE LONDONERS"—A FINE FILM OF CIVIC ACHIEVEMENT

THE fact that the first documentary film on local government—and the most memorable feature of the L.C.C. jubilee celebrations—should be made by a commercial firm provides an ironic commentary on the propaganda activities of local authorities. "The Londoners," produced by John Taylor, of the Realist Film Unit, and financed by the Gas Light & Coke Company—who get nothing out of it save the prestige of public service—is a fine production giving a vivid picture of the revolution in metropolitan government during the past century.

It opens with a terrifying reconstruction of the London of 1839, with all its gloom and horror, its fetid alleys, cesspools, and open drains, its squalid poorhouses, and its gin-sodden harridans who served as both corpse-dressers and midwives. Then come the reformers—Shaftesbury, Chadwick, Dickens, Stead—pleading for the reform of London government, and bringing into being the L.C.C. of to-day, with its fine schools, hospitals, housing estates, parks and pleasure grounds, its Green Belt scheme, and its endeavour, as expressed in W. H. Auden's fine commentary, to create in the new London:

Areas of light and air.
Where the bands boom on Sunday afternoons.
Space for strollers,
Liberty for lovers,
Room for rest,
Places for play.

At the end Mr. Herbert Morrison points out how much must yet be done before Britain has a capital of which she may be rightly proud.

Though not without its faults, this film provides a grand start to that series of films envisaged by Mr. John Grierson in these columns last year, which would light up the civic eye of the public and "strike a living spark across the gap between administration and the ordinary citizen." As the "New Statesman" said of the film: "This is the right and truthful way of boosting democracy; for here is a genuine record of democratic achievement."

When will our local authorities see the wisdom of committing similar records of their achievement to the screen for all to see?

L.C.C. Exhibition

The L.C.C. has also arranged an exhibition at County Hall. But in relation to the council's size and importance it is a disappointment, falling far behind Manchester's effort last year in imagination and technique.

While the exhibition is undoubtedly interesting, it fails, we thought, to give adequate expression to the expansion and the vital human interest of the council's work. There is too great a tendency to rely on accumulations of objects made by schoolchildren, physical and mental defectives, and mental hospital patients, and of instruments and machines, making many of the rooms look like sections of a jumble sale; too little attempt to show how all this affects the Londoner. Most effective, possibly, was the public assistance exhibit, illustrating by vivid models the transformation in institutional life and in the diet of relief recipients during the past fifty years.

COMMITTEE MEETINGS BY TELEVISION?

An Officer's View of the Future—by C. W. HILLYARD

Prizewinning Essay in the competition sponsored by Sir William Dugdale, chairman of Warwickshire County Council, in which Mr. Hillyard has won first prize for the second successive year.

THE past fifty years have seen county councils emulate "Topsy." Created with no prior conception of their future powers and duties, they have "just grown." In view of this, and of the added responsibilities thrown on them by the unending stream of statutes, orders, rules and regulations, memoranda, and circular letters from Whitehall, the question arises whether they can be expected to expand their work any further or whether the limit has not been reached.

The answer comes from the past. The Education Acts, the Road Traffic Acts, the Mental Deficiency Acts, the Small Holdings and Allotments Acts, the Land Drainage Acts, the Public Health Acts, and, probably the greatest temporary demoraliser of all, the Local Government Act, 1929, have all increased the powers and duties of county councils. When each was passed it was felt that the limit had come. Yet in a few short years all these apparent "last straws" have been relegated to their proper place, each forming just one more cog in the great local government machine.

The latest duty to be inflicted upon county councils is that of preparing a scheme for the protection of the public against attacks from the air. At the moment this "monster" seems almost to threaten the wrecking of our machine, but in time it will doubtless find its place in the jigsaw of administration.

What of the future? What reforms are likely? Will policy tend towards further centralisation or towards decentralisation? Surely the policy of centralisation has been so successful that it must be continued. Transport and communications have improved so much, making a larger unit of administration possible, that one is tempted to prophesy that the next fifty years may see meetings of committees, if not of the council, conducted by television, and an airport replacing a car park at the county council headquarters.

County district councils will, in my opinion, gradually disappear, as did the poor law unions in 1930, and we may even see a "Review of Counties." Counties may still be subdivided for administrative purposes, but there would seem to be no reason why the existing machinery should not cope with 40 or 60 subdivisions as well and as economically as with 20. Such an arrangement would make for greater uniformity in rating, housing, sanitary supervision, provision of water supplies, and so on, and would go far to eliminate "parish pump" politics and the possibility of "axe grinding."

Further, the next fifty years will most likely see great expansion of social services and a change in the attitude of the public towards them.

The stigma of the poor law is fast disappearing and public assistance and public health services are drawing nearer together. It seems to me that in a comparatively short time the provision of hospital services and all matters relating to the maintenance of health and fitness will become the duty of the public health committee.

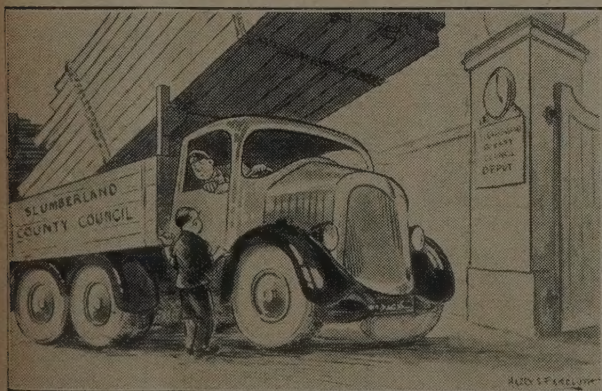
Voluntary hospitals are finding it more and more difficult to continue owing to lack of funds. Their difficulties will be increased by improvements in salaries and service conditions of nurses, and it is inevitable that they will eventually fall within the purview of local government. Having regard to the areas such hospitals serve, they will most certainly come under the control of county and county borough councils.

The public, too, is becoming more health-conscious and is seeking such facilities as maternity bed accommodation, dental treatment, light treatment, and advice on child welfare. This will affect county councils to a greater extent as the population from the large towns and cities overflows into the county area.

Many of our schools cannot be regarded with pride, and one hopes that the next fifty years will see much improvement. Playing fields and pavilions to meet the growing demand for facilities for keeping fit will also be required.

What of our roads, with their ever-increasing burden of traffic and the alarming casualty list? An enormous expenditure on their maintenance and improvement must be faced in the next half century. Dangerous corners must be made safe and narrow bridges widened or replaced. Traffic lights, Belisha crossings, and staggered crossroads, will still be needed, but the greatest expenditure of all will probably be upon the construction of great arterial highways taking through traffic and relieving our country roads for those who still hope to enjoy a little of rural England.

Whatever changes may be in store I pray that we may all be given a greater love and respect for our heritage, England, and an urge to do all we can, whether as councillors, officers, or servants, to help preserve it.



"When you've unloaded go and pick up that chap surveying at County Ridge!"

EIGHT NEWCOMERS MAKE THEIR BOW

Journals from Ealing, Doncaster, Epsom, Spalding, Leigh, J.E.A., Ilkeston, and S.W. Herts.

SINCE the beginning of 1939, eight new branch magazines have already made their appearance, whilst there are a number "on the stocks." Each of these new journals possesses its own personality, born of individual technique, and clearly fulfils a definite need in its branch. The great feature about all the magazines is their vitality and keenness.

Two printed journals—"In and Out," from Ealing, and "At Your Service," from Doncaster—are included in the list of new productions, and both set up a very high standard of readability.

"In and Out," edited by J. C. Sutcliffe, also the branch public relations correspondent, is more than a staff magazine. On sale to the public, it is devised to establish direct contact between officers and public. Threefold of purpose, "to combat apathy, by reviving mutual interest among the different groups, to realise and foster friendly relations between the council and the staff, and to widen the circle of our friends in the borough," there is a refreshing breadth of outlook throughout its pages.

In a letter to the local press, the Editor writes: "It will be seen from the pages of our publication that the amount of 'behind the scenes' activity of the municipal staff is considerable and very varied, and we would like to make the burgesses of Ealing familiar with it all. . . . We would like to foster a feeling of appreciation and good will between the public and the authorities." Thus, as far as is known, Ealing becomes the first branch of N.A.L.G.O. to develop a public relations policy through the medium of its journal.

Value Of Public Circulation

Though issue to the public must necessarily restrict the inclusion of branch domestic matters, the work of the journal in its wider sphere cannot fail to achieve results of inestimable value. Would not the introduction of a series of articles by principal officers or their assistants, on the functions and organisation of their departments, further enhance the public relations value of "In and Out"?

The choice of a suitable title for a magazine is fraught with difficulties. Indeed, there is striking lack of originality to be found even among the fifty odd branch journals. There are seven "Journals," six "Bulletins," two "Contacts," and, with the issue of the first number of Doncaster's excellent production, three "At Your Service's" now in circulation.

"At Your Service," Doncaster, edited by J. C. Morris, is the second of the new printed journals. The good taste and simplicity of its cover-design puts the reader in a happy frame of mind to receive the contents, which, in contrast to those of "In and Out," are of purely branch interest. "At Your Service" tells members exactly what is happening in the branch

and details, in minute form, the decisions of the executive. To the outsider—who really has no right to criticise—the recording of minutes, through its pages, detracts materially from general readability. An interesting narrative, embracing the main points arising from the various meetings, would be far more pleasing from the literary point of view.

Be Courteous to the Ratepayer

A principal article in the first edition is contributed by P. C. Forth, public relations correspondent. He says: "Let us see to it that courtesy and kindness predominate in all our dealings with the public—if we are masters of our work, efficiency cannot suffer in consequence." Mr. Forth continues with an appeal that the local branch should be ready to assist actively in any problem of general public concern which might arise. He gives the example of the Doncaster Master Builders' Association, which, when the need for trenches arose, in the recent crisis, placed the whole of its resources, men, materials, and machinery, at the disposal of the local authority. He says: "We should do well to emulate them, for this spontaneity of willing effort will bring its own reward in the improvement of public relations."

The next two magazines appear to reflect in their make-up the influence of "The Guilders," Guildford. Both of them—"Between Ourselves," Epsom and Ewell, and "The South Hollander," Spalding—are duplicated, and aim at wide appeal to branch members. They are branch magazines in the true sense of the term, and are not intended for public scrutiny. Both make a charge of 3d.—and get it, too. That is sufficient commendation of their worth.

"Between Ourselves," published monthly, and edited by Eric A. Atkinson, is essentially local, bright, and stimulating. It is interesting, too, to observe the various methods of approach to public relations adopted by different branches. In the Epsom editorial we read: "On another page we record the very successful social evening spent at the Ashstead Village Club and the hon. social secretary reports the receipt of further invitations to meet other clubs for similar games tournaments. This is a step in the right direction for it is through such social contacts that we can unobtrusively, but none the less effectively, bring the personal side of local government before John Citizen."

"The South Hollander," published bi-monthly and edited by L. Fennell, is a

sensible journal; it strikes a serious keynote which is likeable. The February number includes a foreword by a councillor, an article on Spalding's water supply, and Mr. Swinden's explanation of Whitleyism, in addition to two pages of "straight from the shoulder" correspondence. It makes enjoyable reading for the intelligent officer and it is a pleasant change, too, not to be inflicted with gardening or fashion notes which often creep in—as stop-gaps, no doubt.

Leigh's magazine—the "Leighder," under joint editorship of B. Green and J. T. Rogers, has got off the mark with the right idea right away: "We must confess that the affairs of our branch would appear to be enveloped in a cloak of secrecy, confined to the active members of the executive committee, which state has arisen, in our opinion, due to the lack of publicity of essential details between the executive committee and the ordinary member, and we think that through the medium of a branch magazine, this unsatisfactory state can be removed and a strong body of supporters substituted."

Link Between Branch and Executive

A branch magazine is the finest contact between the executive and the ordinary member and if the "Leighder," which, incidentally, would do well to adopt quarto layout in place of half-foolscap, continues as it has started with forthrightness of purpose, then a spirit of keen co-operation between members will soon become a reality. An appropriate adjective for the "Leighder" is "alive."

The new journal of the London and Home Counties Joint Electricity Authority branch is entitled "Contact," and edited by R. Duval. It is foolscap, duplicated, has double columns, and is an example of one of the easiest and cheapest means of starting a branch magazine. Future editions, it is understood, will be reduced to the more useful and conventional quarto size.

Another journal, similar to "Contact," is the Ilkeston "News-Sheet." This is a leaflet of two foolscap pages circulated as a supplement to LOCAL GOVERNMENT SERVICE.

"Cassio Courier," South West Herts, edited by W. G. Harrald, is one of the larger foolscap productions, excellent duplicating being an outstanding feature. At the moment, it is reminiscent of a committee report. Suitably reduced to quarto size, polished up with page headings and margins, "Cassio Courier" would move well to the fore.

NEW MAGAZINE:

South West Herts

"CASSIO COURIER"

W. G. Harrald, Boro' Treasurer's Office,
Percy Rd., Watford, Herts.

NOTES:

The Leigh Branch Magazine has now been christened "The Leighder."

The Editor of the "Staff Bulletin," Sutton and Cheam, is R. W. Hattersley, not Haltersley, as previously published.

The address of the editor of "Pay Day," Hackney, is Hackney Town Hall, Mare Street, E.8, not W.8, as stated.

READERS' FORUM



RATING SYSTEM EVILS

"Stumbling Block" to Progress

There have been lately in the Journal many references to the city manager system, but I have seen little criticism of the method of property taxation on which the structure of local government has been built. The fact that we are constantly working within that framework undoubtedly blinds us to many of its faults.

The system is responsible for the "parochial" outlook of most ratepayers, and the expectancy of a visible return for their money in their own street or neighbourhood, a factor which tends to counteract "the spirit of the community" so earnestly desired by progressive thinkers. This narrow view of local finance naturally insinuates itself into the minds of the elected representatives and is apparent in the competition between wards as well as in personal and political feuds.

The outlook of the council is deeply coloured by the severe localisation the system imposes. The constant struggle by urban authorities to wrest valuable territory from their rural neighbours is plain evidence of this. Even more serious is the ceaseless and often bitter warfare within that "eternal triangle"—the Ministry, the county, and the local authority. This, indeed, is a saga on its own, consuming vast energies and, above all, warping the mentalities of councillors and officials alike with the absurd boundary fetish.

One of the most distressing features of the system is its effect on land development. Apart from the chaotic condition of town planning resulting from dealing with small, independent units, there is the enormous growth in the number of small dwelling houses in rural areas. The size of the modern house is largely the product of the rating system, and the greater rate burden falls on the shoulders of those who require larger houses—unfortunately those who can least afford this increased financial responsibility. Incidentally, of course, the single man enjoys the same amenities and social services free of charge. Other results are to be seen in the large houses standing derelict and the unsympathetic attitude of most urban authorities towards the provision of flats.

We are content to maintain a system containing these and many other injustices and anomalies because it is a great democratic institution which seems to work well for the common good. Yet we, as local government officers, know just how much nonsense this ideal becomes in practice.

The majority of our councillors have but one main object in view, that of keeping the rates down to a minimum figure. It is only natural that the people most concerned with local government are those who pay high rates and that, I feel, accounts for the fact that a good proportion of our civic heads is drawn from the shopkeeping and commercial section of the community, and possesses the general characteristics of

the hard-headed business man—conservatism, prejudice, and absence of foresight. There are, fortunately, a few outstanding visionaries who have done incalculable good, but this is no excuse for saddling the community with an iniquitous system of taxation which is an outworn anachronism and a stumbling block to the progress of a modern society.

GRAHAM WEBSTER.

Municipal Offices,
Canterbury.

PUBLIC RELATIONS POLICY

Too Much Self-Interest?

I would submit that the pursuit of a public relations policy for the dual purposes of developing civic consciousness and improving the conditions of local government officers is open to criticism through the somewhat unholy mixture of self and communal interests. There is a danger that the inclusion of officers' interests will taint the whole proceedings, and I suggest that any such ulterior motive is not a laudable procedure.

But with regard to public relations as such, are we sure that the suggested methods of publicity will produce the results we desire; or will they achieve mere bubble-like interest, mere superficial gullibility? Will the methods proposed develop that serious consideration which produces the necessary permanent and effective interest?

If the latter is to be our objective, it would seem that further consideration should be given to the method of approach to be adopted. I suggest that administrative integrity will achieve more permanent results in public co-operation than organised mass propaganda; and, therefore, that courtesy, elimination of waste, and the development of unprejudiced minds on the division of function between central and local government should be our principal *modus operandi*.

Perhaps it is not irrelevant to recall that a service to which not only national but international respect is accorded, has been traditionally known as the "Silent Service."

LESLIE N. BROOK.

Local Taxation Department,
Queen Square, Bristol 1.

This letter is referred to in "Notes and Comments."

THE COUNCIL MANAGER

Never a "Dictator"

Please permit me to call attention to a grave error in the article by Mr. J. H. Burton in your January issue: his assumption that the council-manager plan in the United States has anything in common with a dictatorship.

Students of government have been aware for a quarter of a century of the complete power and authority of the popularly elected legislative body known as the council. The chief administrative officer, known as the manager, is appointed by the

council and holds office at the council's pleasure.

The National Municipal League, in whose "Model City Charter" the council-manager form of government is prescribed, knows of no manager among the 473 such arrangements now in existence in this country who exercises or has tried to exercise dictatorial powers. No manager, so far as we know, has built up what we call a political spoils machine. The same cannot be said for our other forms of municipal government.

We have no wish to take issue with Mr. Burton's contention that the operation of the council-manager plan has failed to demonstrate an improvement over the English system of local government. We know, however, that, judged by any standard, it has proved itself vastly superior to the forms most of our cities previously had. And if the government of English cities is now good, what reason is there to believe that improved administrative organization would not make it better?

ALFRED WILLOUGHBY.

Assistant Director.

National Municipal League,
309, East 34th Street, New York.

PLANNING EVACUATION

"Nae Bother at a"

I have read the letter under this heading from Mr. Norman F. E. Browning, Rating and Valuation Officer, Sheppey R.D.C., which appeared in your February number.

It is, I think, unfortunate that any member of N.A.L.G.O. should voice sentiments like Mr. Browning's. I have always considered that the test of a person's efficiency in any branch of service is what he gives to the service, not what he takes out of it. Further, it has always been my understanding that a local government officer is in the service of his authority if and when required to the extent of 24 hours a day.

Being a member of N.A.L.G.O., and holding a position in Ayrshire analogous to that held by Mr. Browning in Sheppey, when I was asked by the Clerk to the County Council, along with others, to discuss the administration of the Government's evacuation scheme, I at once volunteered to take charge of the housing survey, because my permanent staff was in use to prepare the annual register of parliamentary and local government electors, involving an annual house-to-house survey. I concede, of course, that the preparation of the register does not form part of Mr. Browning's duties. Almost the whole of my permanent staff was engaged in this work from January 7, and I reported the final result to the Department of Health for Scotland on February 27.

I had, of course, on occasion to increase the headquarters staff very largely. This was done by recruitment from other departments within the county administration. The technical survey of the 223 mansions in Ayrshire was, with a few exceptions, completed in two days, 46

officers, using 23 official cars. The officers thoroughly enjoyed the work.

The house-to-house survey was done by volunteers, the county councillor or district councillor in each parish being the officer in charge. Provision was made for the work to be done in one week from January 23, but it took fully five weeks for 500 volunteers to carry out the survey of 25,000 houses. Despite the fact that, if I had been able to control the activities of the visitors, the work would have been done in five or six days, my view remains that there is something fine about voluntary work. In the adjoining County of Renfrew the survey was carried out by the teaching staff in two days.

As we say in Scotland under such conditions, the survey was "Nae bother at a," and, speaking personally, I am grateful for the opportunity of contributing something to a plan which, from a humanitarian point alone, has everything to commend it.

D. MILLAR, F.S.I.

Solicitor and Chartered Surveyor,
Assessor for Ayrshire.

County Buildings, Ayr.

THE OFFICER IN WAR Case for the Pacifist

As one of the class of officers affected by the last paragraph of your article, "The Local Government Officer in War," I protest strongly against such a dastardly attack on the liberty of the individual. England is still supposed to be a democratic country, and in return for the duties of a citizen, I demand the right to follow my chosen occupation, provided I do it efficiently, even though I refuse to participate in any measure, including A.R.P., for the propagation of mass-murder.

No sir, I shall not resign, and if ever I should have to choose between dismissal and participation in any form of National Service in connection with war, I shall feel honoured to be dismissed. My wife and child?—well, my conscience would prick me less to see them being bombed, starving and helpless, than to think that I was helping to do the same thing to other mothers and infants in other countries.

Pacifism does not mean abject surrender to force. It means that most quarrelsome questions can be settled amicably if they are approached in a reasonable manner by both parties. A real League of Nations to which, I believe, an overwhelming majority of people in every country still pin their faith, could soon make it impossible for war to exist. The present League is not dead; it is merely dormant. It will arise again when people refuse to be humbugged any longer with the fairy story of the profiteering armament manufacturers that preparations for war mean peace.

H. E. FELTON.

33, Sutherland Avenue,
Longton, Stoke-on-Trent.

N.A.L.G.O. Should Defend Him

If a young, conscientious officer joins local government service and afterwards military obligations are imposed upon him, then not only has he every right to deny such duties, but N.A.L.G.O. should be prepared to defend such a member to the last farthing in its funds and to the last drop of blood in its solicitors.

A. V. HUTCHINGS.

185, Prince Albert Road, Southsea

A Political Question?

The position of those of us who object to the performance of A.R.P. work is not easy, as you point out. But I fail to appreciate the logic of your concluding sentence: "It would be as difficult to defend the local government officer who objected to A.R.P. as it would be to defend the man who, after joining the Army, said that he objected to fighting."

Sir John Anderson has made it clear that A.R.P. is as much a part of our defence system as the Navy, Army, and Air Force, and equally necessary for success in war. War would be the outcome of the failure of such little positive work for peace as is now being done.

As local government officers we do not, and rightly so, take part in political peace-making efforts. I find it difficult to appreciate why we should find ourselves on the reverse side of the picture.

I did not join the local government service to be an essential part of a military whole. Otherwise I should have joined the Army first, and simplified the process.

J. M. S.

"Attitude of Intolerance"

I was surprised to find that the inspired gentleman who wrote the article, "The Local Government Officer in War," forgot to disclose his identity. In company, no doubt, with many other members of the Service, I take exception to the last sentence, which displays an exceptional degree of intolerance, together with an entire disregard for fact.

As an officer of nearly eight years standing, I cannot recall any condition relating to A.R.P. in my terms of appointment in 1931, and yet this seems a necessary basis for the comparison between the soldier and the local government officer in the article referred to. Any individual joining the fighting forces is well acquainted with the nature of his duties, and is under no obligation to take part in activities outside the scope of those duties. As far as the local government officer is concerned, at least three Acts of Parliament during the last ten years have made ample provision for officers compelled to shoulder additional duties as a consequence of the amendment of the law. In contrast, the Air Raid Precautions Act, 1937, completely disregards this privilege, with the apparent approval of N.A.L.G.O.

R. J. HILL, P.P.U.

Town Hall, Fulham, S.W.6.

Position of the Minority

At last Abingdon Street has turned the corner—into Whitehall. True, it is not a national scale, just national service, that has been achieved: but appeasement of the powers that bestow honours has been secured—and solely at the expense of that obsolete policy of collective security upon which N.A.L.G.O. was founded.

It is to be regretted that this involved the repudiation of our Association's constitutionally accepted responsibilities towards those of its members who desire conscientiously to carry out none other than those duties for which they were specifically engaged: but no doubt that minority, who are advised at this late stage in their honourable careers to give up

their specialistic occupations if they are not prepared to carry out extra and unprecedented measures designed by Whitehall, will have their subscriptions returned in full (along with their superannuation fund contributions) and be accorded sympathetic consideration of their applications for assistance from the B. & O. fund in lieu of that compensation for loss of office which would have been assured them before N.A.L.G.O. adopted the slogan of "Get under—or get out!"

Heil N.A.L.G.O.!

Bolton.

S. WALSH

Transfer the Objectors?

In the article "The Local Government Officer in War" the officer who is also a member of, for example, the Peace Pledge Union is informed in advance that the Association which exists to defend his professional interests will leave him in the lurch when he most needs its protection. Because the problem is difficult, Headquarters proposes to run away from it.

Could not N.A.L.G.O. ask local authorities to transfer conscientious objectors who are at present employed in departments engaged in A.R.P. to other branches of their service? It might not be possible to obtain the co-operation of all local authorities, but in making the attempt N.A.L.G.O. would at least be facing the problem, and not shirking it.

And who gave "Headquarters" authority to express any such opinion?

N. W. B.

We remain unconvinced—and unrepentant. Local government is a public service, and today A.R.P. is one of its duties. In those circumstances we cannot see that any officer can expect to pick and choose between, say, the prevention of death from tuberculosis and the prevention of death from bombs. Of course we agree that an officer should ask to be transferred to another branch of the Service if he wishes, and the Association will give him every assistance.

N.A.L.G.O. PEACE SOCIETY Encouraging Response

Thank you for publishing my previous letter in regard to the formation of a Peace Society. The response from members has been most encouraging. Perhaps other members may care to indicate interest to me, as we should like the fullest possible support for any suggestions that we may bring forward.

"PEACE MERCHANT."

51, Beulah Road,
Thornton Heath.

Members' Views Wanted

I desire to support the suggestion that N.A.L.G.O. should ascertain by means of a questionnaire the feelings of its members as to the calling of a world conference with a view to removing the causes of war.

Local government officers saw the most terrible aspects of the crisis, and I feel that we must do everything in our power to prevent war coming so near again. N.A.L.G.O. does a great work in improving the lot of its members, but all this would be wasted if this country were involved in war. Therefore I do not consider it a political question, but one of self-preservation.

M. B.

PRIVILEGE TRADING

Swansea's Opposition

Whilst I agree with a great deal of what "D. L. R." writes on privilege trading, I wish he had expressed himself more strongly.

This matter was discussed at length at the last annual meeting of the Swansea branch, and a resolution deprecating the action of Headquarters in sponsoring this system of trading under the guise of a thrift scheme was passed with an overwhelming majority. Swansea has always been opposed to this kind of trading, and its delegates to the Conference have been instructed to oppose any action of the N.E.C. advocating a thrift scheme on these lines.

We feel that local government officers should always be above reproach, and that their first duty should always be to play the game with the local tradespeople, who are members of the community who find the salaries the officers receive.

It should be the paramount duty of all N.A.L.G.O. members to support their local tradesmen, and, by doing so, to set other organisations a fine example. We are proud and jealous of our good name, and there is plenty of scope for us to devote our time to securing better conditions and salaries for our members, and thus to enable all to make purchases free from the stigma of graft that to me seems to be connected with this form of thrift.

EDGAR D. FAIR.

Guildhall, Swansea.

THE JUNIOR'S PLIGHT

Too Much Moaning?

For months past we have been reading letters from depressed or irate juniors; letters about labourers earning more than the writers, letters from "poor fellows" who wish to marry but cannot because of their salary, and letters headed "Is Study Worth While?"

Our Journal contains too many moans and groans from juniors, and I suggest that constructive criticism of local government is better than destructive criticism. On an average three columns of "hot air" in the Readers' Forum is wasted. Surely juniors can find something better to occupy their minds. May I suggest that they read the "Official Appointments" pages in various weekly journals.

I have noticed, too, that most of these letters are signed by such queer expressions as "Pro Bono Junior," "Umpire," and so on. What is up with the fellows; can they not spell their own names? Surely they will not be put in a concentration camp for writing to you, no matter what they write.

Now then, juniors, there are thousands more like you, so stop writing upon a subject which you cannot, by yourselves, alter. Some apparently wish to marry. That is natural, but why not do some studying, the younger ones at all events, and leave marrying until you can really afford it? I think that you will be thankful that you studied when you are older.

KENNETH F. WELCH.

The Guildhall, Portsmouth.

A Cry from Torquay

It may surprise and even shock many members of N.A.L.G.O. to be informed that the salary scale for juniors in the town chosen for this year's Conference is

such that young men at the age of 21 receive a salary of £80 per annum.

We, the junior members of this branch, are perturbed by the fact that the zeal displayed by our representatives in Conference and social matters evidently overshadows the energies directed in obtaining a reasonable scale of salaries for junior officers.

As was suggested by Edgar Fair, of Swansea, in the January journal, it is time that juniors were represented on the executive committees of N.A.L.G.O. We intend to do all in our power to obtain the election of junior members to our local executive.

Until we have outspoken representatives, the smug demurs of satisfied members will delay any action we, as members of an organisation 100,000 strong, desire to take.

THIRTY-TWO JUNIORS OF THE TORQUAY CORPORATION.

Use of Force

Many councils have accepted schedules of wages for non-clerical staffs as recommended by the National Joint Board and the National Joint Industrial Council, and incorporate in their contracts a "fair wage" clause, so that firms carrying out work for them must pay recognised wages. These same councils will not, however, consider paying their clerical staffs on any national basis, and the staffs must therefore accept salaries and conditions forced upon them, and in the drawing up of which they have no voice.

Since, apparently, the only method employers will accept is "force," I should like to know why N.A.L.G.O. does not appear to be in a position to use some of this desirable commodity, as do other associations, and obtain for its members decent salaries commensurate with their positions.

The result of its failure to do this is that, in many cases, the staff engaged in trading undertakings such as electricity departments have to accept more responsibility and work harder owing to the increased output of their undertaking with no material benefit whatever, whilst the men in the engineering section receive sometimes two increments in one year, owing to the station going into another class. This seems to me very unfair, and I should like to know when N.A.L.G.O. is going to do something about it.

"OSMI."

AID FOR REFUGEES

"Humane and Necessary"

The members from Purley describe N.A.L.G.O.'s action in subscribing 100 guineas to Lord Baldwin's Fund as "misguided sentimentality." To us this attitude is deplorable. Surely, on humanitarian grounds alone, this generous action in assisting the thousands of homeless Jewish children must be commended by the majority of N.A.L.G.O. members.

The question of giving to needy children in Britain is irrelevant. While, admittedly large numbers of children here are in poor circumstances, they are not actually starving or homeless. The Jewish children, torn from their parents, have neither money, food, shelter, nor even a country. The contention that the Jews brought expulsion upon themselves (with which we disagree) is also beside the point. Even if it is correct, does it justify the withholding

of help to the Jewish children—the innocent victims of a barbarous oppression—merely because they are born of Jewish parents. In other words, is it a crime to be born a Jew?

We and many other members would like to see a further extension of such donations, especially to the agencies engaged in alleviating the sufferings of the starving women and children in Spain.

J. McDONAGH, R. JACK,
J. TURNER, D. MACMILES,
R. THOMSON, WM. DUGUID.
City Chambers, Glasgow.

Aid for Purley Members?

Every effort should be made to alleviate the financial sufferings of the subscribers to the letter headed "Misguided Sentimentality" and to assuage their lacerated feelings.

Is it not possible to repay them their proportion of the contribution which they have paid, inadvertently, reluctantly, and unwillingly, to Lord Baldwin's fund?

When Lord Baldwin issued his appeal, he could hardly have realised its repercussions; surely if five tailors of Tooley Street once claimed to speak as the voice of England, six local administrators of Purley are entitled to do so?

J. TRAVIS JENKINS.

16, Walton's Parade, Preston.

We have received a large number of letters expressing similar views to those of Dr. Travis Jenkins and the six Glasgow members, and regret that shortage of space prevents their publication.

PERSECUTION OF THE JEWS

A Retort to Paddington

The resolution of the Paddington branch, deploring the action of the Fulham branch with regard to the Jews, is deserving of comment.

Our resolution was passed because we felt we must voice a protest against inhuman acts directed against a community which had done nothing to justify them. We may have served no useful purpose, but if every association and organisation in this country, and abroad, had followed our example, I think our views would not have passed unnoticed. The matter is not, in our opinion, political, but evidence of what decent ordinary folk think of treatment which is ghastly and unjust. We all agree on this, no doubt, yet the Paddington executive committee criticises our action lest we strain our relations with the public!

We give serious consideration to our "public relations policy," which forms an important part of our deliberations, but I should like to make it clear that, in this branch, we say what we think, and the expression of our honest opinion in the present instance was made on grounds of humanity and not with a view to securing the approval or disapproval of the public. We stand by our convictions, and I am loth to think, but bound to assume, that the Paddington branch is unable to express an opinion on this or any other subject in case it offends the susceptibilities of a particular section of the public, whatever may be the merits of the question at issue. Come Paddington, stand on your feet! Town Hall, T. L. NICHOLSON,
Fulham, S.W.6. Honorary Secretary.

Competition Results

LOCAL GOVERNMENT CIGARETTE CARDS

THE interest shown in this competition, the volume of suggestions made, and the imaginative approach of competitors, have amply confirmed our view that local government offers a rich field for the maker of cigarette cards, many of its operations lending themselves admirably to his needs of pictorial, dramatic, and human interest.

For example, the suggestions of T. G. Barton (Manchester) and V. Owen (Newport) for pictures comparing modern conditions and services with those of the past—stage coaches and trolley buses, the Bow Street runner and the policeman, the Dickens poorhouse and the modern institution—might be developed into a fascinating series. Mr. Owen made the interesting point that cigarette cards are

WHAT IS WRONG WITH N.A.L.G.O.?

Here is a chance for the grinders to vent their venom, for the critics to unload their spleen.

We offer a first prize of £1 ls. and a second prize of 10s. 6d. for criticisms of the Association, its policy, aims, methods, and organisation. While critics will be allowed a free hand to say what they like and how they like (short of libel and bad language), preference will be given in awarding the prizes to those who are positive and constructive rather than negative and destructive.

Entries, not exceeding 150 words, must reach the Editor, "Local Government Service," 24, Abingdon Street, London, S.W.1, by first post on Monday, May 8, and must be accompanied by the name and address of the sender, not necessarily for publication.

to-day being widely used for teaching with the epidiascope; for that purpose such pictures would be invaluable.

F. J. A. Shults (Tottenham), though only 16, showed a wide knowledge of local government activity, and struck the right "value for money" note in his caption for the public library: "The choice of 10,000 books for a penny a year."

E. C. Challoner (Accrington) went so far as to send us original drawings. But these, while attractive, lacked the dramatic quality needed to capture the attention of the cigarette card collector.

Faced with such a gallery of potential pictures, judging has been far from easy. We have, however, decided to award first prize to Dr. Kelson Ford of St. Olave's Hospital, S.E.16, for a list that should seize the interest of any smoker and his children:

Picture.	Description.
1. Fire Float	Dimensions, power, where used.
2. Fire Appliances	Length of hoses, length and force of jet, mechanism of chemical appliances.
3. Ambulance Interior	Dimensions, power, capacity, description of contents.

Picture.

Description.

- Hospital—Children's ward at Christmas
Hospitals do all they can to help the sick, and try to make them happy. Toys are always welcomed, especially at Christmas.
- Municipal Aerodrome (showing planes)
Lists of those already working and in preparation.
- Public Analysts' Laboratory
Constant strict care is necessary to avoid poisoning by our food; much food had to be destroyed last year owing to its being found unfit to eat, at this laboratory.
- Trolley bus
Dimensions, capacity, and power.
- Children's Library (a busy corner)
The gateway to wonderlands of nature, science, art, poetry, knowledge, and romance.
- Open Air School
Description. This is one of many kinds of special schools provided for those who are unfit to go to ordinary ones.
- Docks
Our dependence on trade. Unloading ships. Storage of cargoes.

Second prize goes to Arthur L. Leach, Epsom, for another interesting collection, of which we have space for five only:

Picture.

Description.

- Health—An accident, with ambulance man tending an injury, and ambulance car behind.
Health services are ready to deal with accident or sickness by day or night and strive not merely to heal the sick but to keep the healthy well.
- Education—Student doing something exciting with machinery or scientific gadgets.
Public education is varied, training young people to do worth-while things.
- Fire—Fighting—Vivid fire scene, with modern engine and escapes.
Stressing heroic aspect of fire-fighting and giving figures of the size and capacity of modern equipment.
- Water—supply—One of the big North Wales reservoirs with a dam in the foreground and a mountain background.
Explaining how mountain lakes supply great cities, and how—though few realise it—water supply is vital to a city's life.
- Sewers—Inside a sewer, showing swirling waters and sewerman in diving dress or gas-mask.
Pointing out the vital need of sanitation, magnificent engineering of the sewers, and dangers of floods and foul gases that underground workers have to face.

A.R.P. AND MATERNITY & CHILD WELFARE

Competition for N.A.L.G.O. Groups

FOR the second year in succession the National Baby Week Council has agreed, in collaboration with LOCAL GOVERNMENT SERVICE, to offer the "Astor" Silver Challenge Shield for competition among groups of N.A.L.G.O. members.

This year the shield will be awarded to the group submitting the best thesis, not exceeding 2,000 words, on "A.R.P. and Maternity and Child Welfare."

The "Kettering" Shield will be awarded to the runner-up.

The subject of maternity and child welfare in a time of national emergency has greatly exercised local authorities, and it is felt that there is no local government department that can be regarded as isolated from the question.

The relationship of national emergency to maternity and child welfare varies according to the area concerned with the problem. Competing groups, therefore, should indicate whether their theses are designed for a specified area or for the nation as a whole. Theses may be prepared by a body of members or by a specialist section of that body. The shields will be awarded to the group and held for one year.

To avoid the risk of members appearing to criticise the work of their own authorities, entries should be submitted under a nom-de-plume, and the area for which each scheme is planned should also be indicated by a nom-de-plume.

Entries, accompanied by a stamped, addressed envelope, must reach the Secretary of the National Baby Week Council, 117, Piccadilly, London, W.1, not later than Monday, June 5, 1939. They will be judged by a joint committee of the Council and N.A.L.G.O. and the results will be announced during National Baby Week, July 1-7.

SPA WATER AT CROYDE BAY!

N.A.L.G.O. Holiday Centre Now Drought-proof

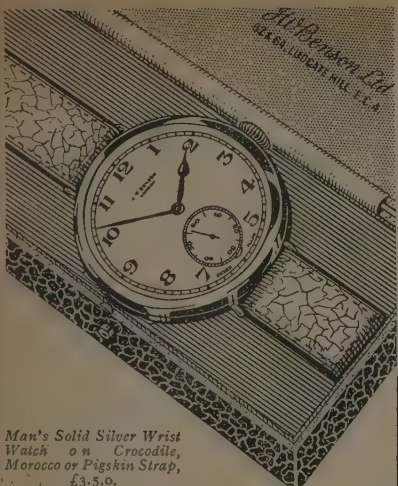
HERE is good news for visitors to Croyde Bay. In future, in addition to the fresh Atlantic air, they will be able to enjoy an abundant supply of tonic spa water. During the winter, a new well was sunk at the N.A.L.G.O. Holiday Centre, and a certain amount of iron was found in the water.

The new well provides about 1,600 gallons an hour—more than six times as much as the old one—and this quantity will be more than sufficient even in the height of the season. New plant has been installed, which will keep a large tank always half full of water, so that an adequate supply will be ready at any time. Water from the new well is absolutely pure.

The drill was sunk through clay, sandstone, and blue slate to a depth of 158 feet,

quite near the old bore-hole, and far enough from the sea to prevent contamination by salt water. The engineers, R. Richards & Co., knew that water did not circulate freely in strata geologically known as Pilton Beds—which is the formation at Croyde—depending mainly on fissures, and deduced that since one borehole already yielded a small quantity of water, a supply was in all probability quite close. So they sank a well in line with the folds in the rock, an example of which visitors will doubtless remember in the form of an outcrop on the beach.

During the drilling a quantity of sand and shingle was brought to the surface, which seems to suggest that at one time the site of the Holiday Centre was part of the beach.



Man's Solid Silver Wrist Watch on Crocodile, Morocco or Pigskin Strap, £3.5.0.

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5/- WITH ORDER can make you the owner of the same model in SOLID 9-ct. GOLD. 10 monthly sums of 10/- and final sum of 5/- complete payment of low price—£5.10.0. Post coupon for free wrist watch catalogue and special order form.

Details of SPECIAL DISCOUNT to N.A.L.G.O. members may be obtained by posting the coupon.

YOU CAN HAVE THIS SOLID 9ct. GOLD CHAIN with

BENSON'S Solid Silver 'City' Watch

FOR ONLY 5/- WITH ORDER

This offer is your opportunity to obtain Benson's 'City' watch—renowned for its ACCURACY—complete with a solid 9-ct. gold chain, for a specially reduced first payment of only 5/- with order. The 'City' watch has a fully-jewelled lever movement covered by Benson's full written guarantee, and a solid silver double bottom case. This offer includes the chain which is of Hall-marked solid 9-ct. gold and is full pocket-to-pocket length (15 inches) with bolt-ring, swivel, bar and drop-piece. The balance of the low price of £7.10.0 (for the two articles) is payable in 14 monthly sums of 10/- and a final sum of 5/-. No extras for monthly payments. For many years to come you'll be glad you became the owner of such an accurate, reliable, long-lasting watch, and under this offer you also secure the gold chain. Post coupon now for free pocket watch catalogue and special order form.

N.B.—Watch and chain can be bought separately. Watch £3.5.0, for 3/- with order, 5/- monthly and a final sum of 2/-. Chain £4.5.0, for 5/- with order and 10/- monthly. No extras for monthly payments.



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(L.G.S., April) **POST NOW!**

A GRAND slam can rarely be bid, but little slams occur every few rubbers and are an important factor in match and duplicate play.

Conventions

Most of these have been dictated by a desire to facilitate slam bidding, as one of the main values of a convention is the specific indication of extra values, affording an early clue to a slam. Admittedly, natural bidding can lead to a slam call, but artificial initial bids indicating abnormal holdings simplify the problem considerably. To take a few examples:

"The Forcing Two," indicating the holding of 5 to 5½ honour tricks, so that the partner has little difficulty in deciding at once whether a slam is likely;

"The Two Club" convention indicating a similar type of holding, with the advantage, however, of enabling the players to bid 2 Spades, Hearts, or Diamonds to show 3½ honour tricks only; and

"The One Club," played in many varieties, but the normal understanding is that 3½ to 4 honour tricks are indicated.

Natural Bidding

It is, of course, impossible to deal with

BRIDGE By Neville Hobson CONTRACT COURSE.—6

these complex conventions in a short article, but there are certain general principles of bidding which can be operated to lead up to a slam declaration.

1. Any initial bid of 2 normally indicates at least one extra honour trick. If, therefore, South opens with a bid of 2 Hearts, it implies a strong biddable suit of 5 Hearts, with a total of 3½ honour tricks.

2. Following an opening bid by South, a jump bid by his partner, North, similarly indicates a holding of from 2½ to 3 honour tricks. South opens with 1 Heart and North responds with 2 Spades. If, therefore, South has extra values—over the required minimum of 2½ honour tricks—a slam can be considered in the appropriate suit.

3. A double of one of an opponent's suit indicates normally the holding of 3 honour tricks, so that, if the opponent was flag-flying or bidding on a thin hand when not vulnerable, a double may give the clue to a possible slam.

4. The bid of an opponent's suit indicates

that the player so bidding can take the first trick in such suit and that 3 honour tricks are also held.

In practice, of course, the majority of slam bids are reached when there is no intervening bid by the opponents, and the above principles will indicate the general basis, with the understanding that every rebid of a suit suggests still greater strength and length. A bid, for example of 1 Heart might mean only 4 to the A, K or A, Q but a rebid of Hearts would show 5, and a double rebid would suggest either a very solid suit or the holding of 6—a particularly helpful piece of information to a partner well on the road to a slam.

Four No Trump

This is a conventional bid indicating either 3 Aces or 2 Aces and the King of a suit bid. It has substantially replaced the old method of showing Aces by bidding the particular suit after once the trump suit had been agreed. If, for instance, South opens with 2 Hearts, which is supported by North and then carried to 4 Hearts by South, the bidding of 4 Spades or 5 Diamonds at one time indicated the Ace of that particular suit, but this has given way to more illuminating conventions.

The Umbrella Myth

The following letter, which appeared in a sober-minded New York evening journal, illustrates what some people think about the Prime Minister's umbrella:

I read in a newspaper that Neville Chamberlain, the British Prime Minister, has a deadly weapon in that much-ridiculed umbrella he always carries. It was stated that attached to the stick is an ingenious tear-gas cartridge that could be turned instantly and effectively on any fanatic who might molest or attack him. Has any other reader seen or heard of this? I wonder if it is a fact. Come to think of it, the idea is not so bad.

The day this appeared some British residents here got together and concocted this reply:

I am surprised that there should still be anyone who does not know the facts about the Chamberlain umbrella.

It is actually a sword-stick; that is to say, the handle can be pulled out and a thin rapier withdrawn from the stem. Mr. Chamberlain is an expert fencer.

In the handle is the famous receptacle for a tear-gas bomb, a tiny affair about the size of a soda-water charger. He is an expert bomb-thrower.

By turning his umbrella upside down Mr. Chamberlain can unscrew the ferrule and there is revealed a Borgia poison vial



arrangement which can be fixed so that a prod from the umbrella would mean instant death.

The ribs of the umbrella can be removed and expanded at a moment's notice into a wire entanglement, behind which Mr. Chamberlain could take cover if charged by cavalry. The cover can quickly be converted into a sandbag and used either as a firing rest for the elbow, a pillow when sleeping on the veldt, or as a rest for his rifle.

Dangling from the umbrella's middle is a black tassel. This conceals a container in which messages may be hidden and dropped from an airplane when other communications fail.

This broadside seems to have satisfied curiosity, for there has been no further correspondence.

Sunday Times.

Dialogue at A.R.P. class at Leiston, Suffolk:

DR. ALFRED BURLINGHAM (to class of seventy): If a man was on a live electric railway line what would you do?

ONE VOICE: Get a piece of wood and push him off.

DOCTOR: What if you hadn't got a piece of wood?

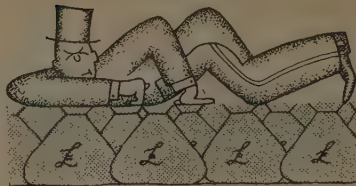
SECOND VOICE: Borrow Mr. Chamberlain's umbrella.

Howler

When England was placed under an Interdict, the Pope stopped all births, deaths, and marriages for a year.

AT RANDOM

By "HYPERION"



It's a hard world. By the time a man is prosperous enough to sleep, he wakes up regularly at 4 a.m.

New A. R. P. Plan

Plan H is being rapidly developed, with the energy which the public is accustomed to expect from Dr. Strabismus (Whom God Preserve) of Utrecht. All householders in remote country districts are being asked to build sheds for the evacuation balloons, so that when a favourable wind has wafted them away from London with their human cargo they can be tethered in readiness for re-evacuation back to London in the event of air raids on the countryside.

The Doctor is still of the opinion that the only democratic method of raising the number of indispensable people in civilian life is to disband the Army. In this he has the support of all the intellectuals.—*"Beachcomber" in the "Daily Express."*

For Your Bookshelf

"With Rod and Line in the A.R.P. Trenches." By Sir Charles Bloodshot.

"Sir Charles has written an enchanting book . . . pure genius . . . you will find this book hard to lay down."—*Bootle Boom.*

Upstairs

A middle-aged couple of foreign appearance boarded a bus in Baker Street the other day. He was smoking and had to go upstairs. She, rather stout, remained downstairs.

The conductor went up to her. She glanced hurriedly through a small dictionary and said: "The Lord is above."

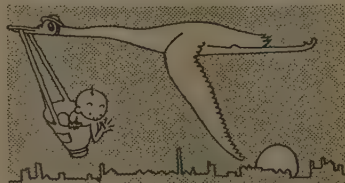
"You need a ticket just the same," replied the conductor.

But another passenger gathered her meaning. She had translated literally from German into English. "Der Herr ist oben" (the gentleman is upstairs) means also "the Lord is above."

Evening Standard.

Mask Theory

"CHILDREN GROWING OUT OF GAS MASKS."—*Newcastle Paper.*



So much then for the gooseberry bush story.—*Punch.*

Gallant City Surveyor

Cowardly Attack.—On Monday night, as Miss Clara Novello was proceeding, in company with her sister, to the rehearsal for a concert at Worcester, a mob of idle boys and girls, stimulated by women of infamous character and vile pursuits, followed them along the streets, and raising a hue and cry, followed them with language of a most coarse and disgusting description. Mr. Pemberton, the city surveyor, who chanced to come up at the crisis, protected the ladies.—*"Sunday Times," September 15, 1839.*

Hallo, Everybody

The telephone bell rang. The solicitor's clerk picked up the receiver and said: "This is Sainsbury, Sainsbury and Sainsbury."

"Is that so?" said a voice. "Well, good-morning, good-morning, good-morning."

Clam Chowder

Meaty, juicy clams, fresh from their seaweed beds, blended with diced potatoes, tomatoes, fresh herbs and condiments.—*Advt.*

Last Words

Charles Lamb, in good health, had expressed the wish that his last breath might be drawn through a pipe and exhaled in a pun, but when the time came he murmured the name of Procter,



Moxon, and other friends, and fell into unconsciousness. Hood actually did make a death-bed joke, but it was only near his end, not at the end itself. (Someone told him that one of his family had swallowed ink in mistake: "What shall she do?" "Swallow some blotting-paper," said Hood.) Hazlitt's last words, spoken in Lamb's presence, were "Well, I've had a happy life!" Those really were last words, but Wilde's remark that he feared that he was "dying above his means," and Charles the Second's famous apology, "I'm afraid I'm an unconscionable long time a-dying," were neither said in extremis. Words uttered on a death-bed and "last words" are very different.

One of the most human and natural of true "last words" that I ever met with was spoken by an old woman whose life had been a long piece of drudgery: the counterpart of the old woman in the poem, who, when dead, was "going to do nothing for ever and ever." Her nurse, listening for signs of vitality, heard her say, "Now for a good long sleep!" She then sank into the next world.—*From "The Luck of the Year," by E. V. Lucas.*

Letter

"If you people at the Town Hall worry me any more, I shall become insanitary."

Another Goering Story

"The Field Marshal has got a new uniform—of cellophane."
"Why?"



"Oh, he wants to show Germany the first bit of fat on view since the Four Year Plan was launched."

Local Government Postbag

Letter received in reply to a printed final demand for rates, the envelope of which had been inadvertently addressed "Mrs. —."

Mr. Accountant,

Dear Madam,

re General and Water Rates.

I am in receipt of your communication dated March 5th. As it is addressed to the — Hotel, — Street, I conclude it is intended for me. From the opening chorus, one would imagine it to be intended for a male of the species. No matter—what's in a name? I also note that someone has given me credit of having secured a prize in the marriage market. So very gratifying to an aged spinster. For that alone one can forgive them much. Even in our young days there was never a glut of males looking for trouble.

Now to get back to the rate question. Might I view the agreement (or copy of same) that I see mentioned in yours Mch. 5th. I cannot remember it. I noted in a report in the local press of recent date, March 26th was given as the Judgement day. *It struck me as giving we virgins nice time to trim our lamps and get the paraffin in stock, before it goes up a further penny.* Unless it rains pennies from heaven, I shall be sharing the same horse-box with some of the rich and cultured in the near future provided always—as the lawyers letters, etc., etc., say—the same justice is meted out to the new customers, as is to the old friends of the Company.

I am constantly being told not to vex inspectors, collectors, in fact anyone or anything to whom I am privileged to pay

sums of money, quite out of proportion to benefits received. I always ask: "Why ever not?" If we all paid what is alleged as due, and on the date printed on the original demand note, what would happen to the hordes of people who draw and have for many moons drawn handsome salaries, get long holidays with full pay and substantial pensions on retirement (no private concern could stand it).

I consider I am more than an *asset*. I am and all the other people like me (who cannot find the sums claimed) God's answer to the servants of the Council and His Majesty's Governments' prayer. You should cultivate us, your best friends. Think it over.

Very truly yours,

SPINSTER.

AMY —,
(Proprietress).

Liquid Resources

Here is the latest from Eire.

During the period that it was "self-contained, and independent of the universe," there was a bank in the centre of Ireland which was exceptionally self-contained, if not entirely independent.

The inspector calling one noonday found the door open and no customers present and not even a staff. He rang various bells, but in vain.

Presently from behind a closed door he heard conversation. "One Spade." "Two Hearts." He knocked, without result.

Then he shouted through it: "I am



the inspector." A casual voice replied:

"The gas-meter's downstairs."

"I am the bank inspector," he bawled.

"The books are on the shelves."

Overcome with indignation he resolved to give these subordinates a lesson. He seized the fire alarm bell and tugged it violently. From across the street there rushed a potman with four pints of beer.—*"Evening Standard."*

Whitehalese

Mr. A. P. Herbert could have collected many added specimens of parliamentary language recently for a sequel to his book "What a Word." "The question is being actively explored," "the committee over which I have the honour to preside," "a lively sense of responsibility," and "I hope and believe" are only a small collection of the ready-made phrases used by Sir John Anderson in his long speech in the A.R.P. debate at the beginning of March.

It has been said that the Lord Privy Seal speaks the most perfect Whitehalese in the House of Commons.

During one of the desert stretches of that speech a ribald listener produced this parody of his style:

"My prediction in regard to the possibility of a situation arising in which future action might possibly be required is based on the fundamental assumption that the ability to see all sides of a question does not of itself preclude the opportunity of acting upon one of them."

The Minister of Health also made Northern M.P.'s chuckle with a rhetorical passage about the evacuation of children—"the children of the men charging the melted metal into the blast furnaces which, in wartime, is more terrifying than any bombing."

One charges a blast furnace with ore. The melted metal comes out at the other end.

But perhaps one is too hard on Cabinet Ministers. After all, even Shakespeare spoke of taking arms against a sea of troubles.

Triumphant Georgia

"Georgia produces enough fine apples each year for every man, woman and child in the State to have two bushels."

"Georgia's sanatorium for the insane has had for the past year every bed occupied and many waiting to be taken in."—*"Americana," by H. L. Mencken.*

Brevities.

A philosopher is a man who doesn't want what he can't get.

Diplomacy is the art of letting someone have your way.

He kissed her foot, first removing his



cigarette from his mouth.—*From a Serial.*

The chairman replied in a few appropriated words.—*News Item.*

Wife, to husband inquiring why they never have any money:

"It's the neighbours, dear. They're always doing something we can't afford."

SLOW ON THE TRIGGER Some Surprising News Reports of Extended Delay in Arriving at Decisions

LOCALE	DELAGER
Cleveland	Don P. Mills
Palmyra, Missouri	G. F. Clark
Kingwood, West Virginia	Susan Messenger
Evansville, Indiana	Old gentleman
Chicago	C. T. Hynes
Troy, New York	Anonymous man

DELAY
He returned a book which he had borrowed forty-nine years before from the public library.
He married Dora Hedrick forty-one years after he started courting her.
She got her first hair bob at the age of ninety-four.
He paid the grandson of an undertaker 100 dollars for the burial of his wife forty years before.
He applied to the Park Board for \$53.09 pay which had been due to him when he resigned his job sixteen years before.
He sent a purse containing 12 dollars to the police station twenty years after he had found it.

W. E. Farbstain, in "The New Yorker."



FROM MY BOOKSHELF

By Jonas Praps



Nazi Spy Intrigues

THE picture of "The Nazi Spy Conspiracy in America," as unveiled by Leon G. Turrow and David G. Wittels (Harrap, 8s. 6d.), is enthralling and amazing. The existence of an extensive spy-ring in the United States took the authorities so much by surprise that there was considerable danger of their disbelieving it, had not the evidence been thoroughly attested. Turrow himself was the leading G-man responsible for hunting down the conspirators. The story commences in Scotland where an intelligent postman reported that a certain woman in Dundee was receiving a large foreign correspondence. She proved to be a transmitter of communications to the Nazi spy-chief in Germany, and the discovery led to efforts in America to break up the ring. I said it was an amazing picture—amazing in its effrontery and extent, and in its threats to those in Nazi pay who fail or falter. Such a system does not stick at counterfeiting White House notepaper or forging President Roosevelt's signature. The spy system has been a shock to official American life and may have been instrumental in inspiring recent pronouncements on that country's awakening interest in European politics. The book is more difficult to put down than the majority of thrillers.

Palestine and Elsewhere

Roger Courtney has been in the Palestine Police Force, and "Palestine Policeman" (Jenkins, 10s. 6d.) is an account of his eighteen months' experiences during the Jew-Arab trouble. The record is disturbing and makes one realise the difficulty of the task of those responsible for settling the differences between the two races. It is a personal narrative of exciting incidents with snipers and bandits, and a search for hidden arms—a ceaseless war in miniature. Many times the police are uncertain whether the side they are protecting consists of friend or foe. Quelling rioters and maintaining order among neighbours with the ever present possibility of a stray bullet finding you must be an eerie business.

The title "African Adventures" (S. Paul, 15s.) does not quite cover Frank E. Hayter's experiences. The earlier part of the narrative is biographical and general, describing certain hunting experiences, then follows an excellent account of his Palestine adventures, for he, too, served in the Palestine police force for two years. The major portion of the book relates to his life in Abyssinia, in general, and Addis Ababa, in particular. It is an astonishing record of how to make a living there without capital save that which comes of a reputation as a hunter. The days he writes about are before the Italian conquest of the country, an eventuality which put an end to his prospecting for gold, and apparently to his interest in the country.

Long Novels and a Thriller

Long novels are becoming quite numerous and their length and enhanced price are no barrier to their sale—so my bookseller tells me. A recent outstanding example is "Dynasty of Death" by Taylor Caldwell (Collins, 9s. 6d.). It is of the Forsythe type, a family record of three generations, a family which flourishes with the making of wars and the armaments which feed them. The story, too, is of love and war in the family, and although the major male character, Ernest, dominates the picture, the others are among the most unforgettable in recent fiction.

There are no superfluous words in "Roughanapes," by Wm. McDowell (Hodder, 8s. 6d.). It is a story of ship-building and engineering in "Garrow" before, during, and after the war. It is largely the story of a youth whose birth is imminent when the story opens. The family, commercial, and social life of the town are vividly portrayed. Here is a sample of some of the cryptic remarks of "Gran" on Socialist rowdiness: "Mr. Brockbank had to read the Riot Act. Reet funny it was. He drove up in his gig—had his gaff-top-sail hat on an' all. And he just got to 'Victoria by the Grace of God' when somebody shied a spud and knocked his hat off. That started the trouble."

The best thriller I have devoured recently is "Death in Five Boxes" by Carter Dickson (Heinemann, 7s. 6d.). Five quite reputable people meet in a flat for a late meal at the invitation of one of their number. He is discovered stabbed through the back as he sits in his chair, the other four are insensible from atropine poisoning. The "five boxes," containing some damning evidence against the four doped guests and one other person, too, are deposited in a solicitor's safe. Any one of the four might have committed the murder, but the secret is well kept until the end.

BACK TO THE THEATRE

The aim of the Theatregoers Association is to bring the average man and woman back to the theatre and it has been very successful so far. The March-April plays will be a new musical comedy entitled "Fanny," with Lucie Mannheim, Marius Goring, Frederick Leister, and Marion Spencer at the Duke of York's Theatre; and "Family Reunion," by T. S. Eliot—whose "Murder in the Cathedral" was one of London's big successes—at the Westminster, with Michael Redgrave and Catherine Lacey as Guest Artists.

Members of N.A.L.G.O. can obtain particulars from their branch secretaries, or direct from the Theatregoers Association, Victoria House, Southampton Row, W.C.1. HOLborn 7146.

MR. SINGLETON LEAVES THE SERVICE

Half a Century's Experience of Library Work

After 37 years' service as librarian at Accrington, John W. Singleton, N.E.C., retired from the Service last month. In his experience of library work over the past fifty years he has seen many great changes. In Mr. Singleton's early days staff did not have such good conditions of service as they enjoy to-day. Long hours, short holidays, and poor pay were fairly general. Few assistants had either time or opportunity for study or to sit for examinations. Fifty hours per week was not an uncommon



duty periods, and the staff often performed duties now undertaken by cleaners and caretakers.

"I became a quite good stoker," writes Mr. Singleton, "and on one occasion was party to staging a small fire in the boiler-house as a temporary relief to the monotony of finding books."

"Once, late at night, the editor of the local paper asked for 'a bit of bread,' and I was despatched for it. The shops were closed, but I returned triumphantly with a full slice. It was then found that the enquirer needed only a book on the chemistry of foods bearing that title."

"I once received a tip of a threepenny-piece and have always regretted that the state of my finances at that time precluded my preserving it."

"The borrower who, to-day, has complete access to library books, guides to their location, select displays to tempt his literary appetite, annotations to assist his choice, and an ordered classification of literature, has little idea of the difficulties which beset the borrower of forty to fifty years ago. In the first place the counter then was a barrier protecting the books from his harmful handling. Choice had to be made from a printed catalogue and recorded on a card from which the assistant made a selection by searching the shelves—that is, if he had time or felt inclined to take the trouble to look for one of them. If he failed, the formula was: 'They're all out on your list, have you had this one?' and the borrower, herded with fifty or more others, was usually glad to take the assistant's substitute. The catalogue was frequently just a "finding list."

THIS GLORIOUS MUDDLE—LONDON

"The Government and Misgovernment of London," Dr. William A. Robson (George Allen & Unwin, 15s.).

"MUDDLING through" has often been quoted as a characteristic of the English constitution; can we be surprised, then, if our capital, "the urban agglomeration known as London" reflects that unfortunate trait in its development? Parochialism, vested interests, the resistance of the "square mile" to any form of unified administration, and even fear by Parliament, have all risen to block any attempt towards the co-ordinated and far-sighted planning of the largest and most important capital of the world. Dr. Robson brings these facts into striking relief in his latest book, which is, in fact, an indictment of London's municipal evolution—we dare not term it progress—from the days of the Metropolitan Board of Works until to-day.

With a very clear object in mind, Dr. Robson presents a mass of argument, and evidence in support of his visions for the future, in which he sees a vast regional governing body, "The Greater London Council." In Part 2 he inveighs against the City Corporation, with its policy of isolation and underhanded methods of ensuring its "status quo" when its individuality is threatened. His obvious disgust in this respect and his later remarks make one reflect, not without some feeling of frustration, what a great and magnificent place London, the capital, might have become if only London, the city, had adopted an expansive attitude towards metropolitan government.

The L.C.C. Comes Into Being

The author traces the establishment of the Metropolitan Board of Works in 1856, and its ignominious end in 1889, when it was superseded by the London County Council, which, he points out, merely superimposed on the confused structure of London government, a new type of organ designed primarily for large, sparsely-populated, rural areas. He proceeds to show how the London Government Act of 1899 had, as its main purpose, the undermining of the authority which the London County Council had aroused, by establishing twenty-eight metropolitan boroughs in place of the large number of pre-existing bodies, including not only all the administrative vestries and district boards but also forty-four non-administrative vestries, twelve burial boards, eighteen public library commissions, ten commissions for baths and washhouses, two market boards, fifty-six bodies of overseers, and a score of bodies calling themselves trustees of the poor. And yet, incredible as it seems to-day, it was deliberate that no provision was made for any formal machinery for officially linking together the new municipalities and the London County Council.

But if it is a dark record of the illogical and corrupt course of London's early history, it is also a ruthless criticism and an illuminating analysis of the position as it is to-day—"a jumble of authorities." Dr. Robson deals relentlessly with the existing administration, with the unplanned development of the metropolis, highways

and bridges, public health, main drainage, wholesale food markets, fire protection, finance, and many other aspects of community service. He drives his points home with stimulating force.

A Greater London Council?

In the last part of the book he unfolds an ambitious, almost Utopian, scheme for regionalism. This will not be without its critics urging that the area he proposes are too immense for efficient administration, and that, instead of creating a greater response from the local government elector, increased apathy would result. But, whatever objections may be urged, the early chapters provide striking evidence in support of his proposal for the establishment of a Greater London Council, embracing not only the Metropolitan Borough areas, but also taking in the county boroughs of Croydon, East Ham, and West Ham, together with their smaller neighbouring local authorities. "Only through a Greater London Council can a greater London spirit arise which will attempt to envisage the problems and the welfare of the Metropolis as a whole . . ." he writes. He has prepared tables showing how he would group the various metropolitan boroughs into districts of relative equality. It is a courageous plan. He refers, too, to measures of co-operation necessitated by A.R.P., and one is led to wonder whether the reforms he advocates may not be considerably accelerated by this new factor which has hitherto played no part in shaping local government history.

He refers, in passing, to personnel, and comments upon the lack of interchange of staff between the London County Council and the metropolitan borough councils. He urges, too, greater integration of local government staffs within the metropolitan region. In his Greater London scheme he proposes a "personnel commission" which would be responsible for the recruitment of officers and which could act as an examination body similar to the Civil Service Commissioners.

This book will provoke much deep thought in the minds both of officers and elected representatives, especially in view of the appropriateness of the date of its publication. But will anyone do anything about it? Or will Dr. Robson's findings be consigned to the same place as those of the Select Committees, Royal Commissions, and Inter-Departmental Committees, about which he tells us so much? N. H. R.

Medical Officer's Thriller

"The Influenza Mystery," by Sutherland Scott (Stanley Paul, 7s. 6d.).

THIS is the fourth mystery story by Mr. Sutherland Scott, whose pseudonym hides the identity of a well-known medical officer of health.

It is an exciting story. Three members of the committee of management of a scientific research institute die of influenza within a very short time of one another. This might not be an unusual happening during an epidemic, but there is no epidemic, and the doctor in charge of all three

cases is at a loss to understand why three healthy people should suddenly die of this disease when there has been no personal contact between them. He consults Septimus Dodds, Crime Investigator, and his colleague, the Hon. Alexander Stacey, D.S.O., who is also the narrator, and when these two, together with Detective-Inspector Verity, of Scotland Yard, arrive on the scene, things begin to happen. The doctor's suspicions are proved to be well-founded, and the reader is given some interesting glimpses into the lives of the little community centred round the Research Institute. The mystery is solved at last, but not before another victim is claimed. The unmasking of the murderer provides a thrilling finish. G. S.

Murder at County Hall

"Every Creature of God is Good," by Alan Gould (Hodder & Stoughton, 7s. 6d.).

AN original novel giving a minute description of the life of an officer in a county hall. Descriptive, accurate, but with detail exaggerated so that the picture is not vivid, the first half of the book drags through pages of psychological study of the principal character. Lengthy introduction may be necessary to render convincing the committing of cold-blooded murder, after which the book acquires life and continuity of interest.

H. S.

What a Royal Commission Is and Does

"Royal Commissions of Inquiry," by H. McD. Clokie and J. W. Robinson (Humphrey Milford, 14s.).

NEVER before has the full effect of royal commissions on policy in British government been explored. This book includes the history of royal commissions from the time of the Norman conquest to the Palestine Commission. The authors point out that in the nineteenth century a commission was the chief instrument of governmental investigation and preparation for the innovation of social and industrial policy. Having traced the early developments the authors deal extensively with the nineteenth century, described as the "great era of commissions." The authors suggest that to-day the supremacy of royal commissions as methods of inquiry has been challenged by the creation of other organs of investigation. H. S.

Local Jurisdiction

"Bye-Laws of Local Authorities," by A. N. Schofield (Butterworth, 5s.).

THIS book is an attempt to segregate from the mass of local government law the powers of local authorities to carry on one branch of what is essentially "local government," namely, their powers to make their own bye-laws. The reader will agree that it is a most successful and helpful attempt.

DIPLOMA IN PUBLIC ADMINISTRATION

The examination for the London Univ. D.P.A. can now be taken by candidates who (1) have passed or obtained exemption from London Matriculation; or (2) have obtained a School Certificate or some recognised equivalent qualification and have for two years held an approved appointment in a Public Office. Attendance at University classes is not necessary; candidates can prepare for the exam. at home in their leisure hours. The Diploma is increasing in importance as a qualification for those engaged in local government service.

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N.A.L.G.O.'S WORK GOES ON IN SCOTLAND

Longer Holidays, Higher Pay, and Educational Facilities

Whitley Council Executive

The executive of the Whitley Council which met recently, agreed to recommend the following scale of holidays for graded staffs:

Under one year's service on September 1	One day for each completed month
One, but not exceeding 5 years' service	18 working days, including all local and general holidays
More than 5 years' service	24 working days, including all local and general holidays

Although the divisional secretary supported the scales for sanitary inspectors proposed by the Sanitary Inspectors' Association, there was a feeling on the employers' side that the suggested scales were too high, and it was agreed to adjourn consideration until the next meeting.

To ascertain the general opinion on bringing nursing staffs under the wing of the Whitley Council, a conference is to be convened with representatives of the Whitley Council, the College of Nursing, and other interested bodies.

An application made direct to the Council by the Libraries' Association was adjourned until the staff side had had an opportunity of discussing the proposals with representatives of that Association.

Sanitary Inspectors in Scotland

After an address by L. Hill, general secretary, at a meeting of the Sanitary Inspectors' Association of Scotland at Falkirk on a proposed scheme to provide for closer co-operation with N.A.L.G.O., it was agreed to prepare a draft scheme for submission to a future meeting of the Sanitary Inspectors' Association. Such schemes arranged with other professional associations had proved of mutual advantage.

Service Conditions

The Stirlingshire branch executive has sent suggested regulations governing salaries and conditions to the County Council and it is understood that they were to be discussed on March 29.

Lanarkshire salaries were under review last month. One important application lodged by the Association was on behalf of women officers. For some time past it had been felt that the avenues of promotion for women on the staff were much too limited. Last year we urged that more female first grade appointments should be created and five promotions were made, but the percentage of such appointments is still very low.

The Glasgow branch, like others throughout the country, has been discussing the vital matter of national service, and particularly A.R.P. The position of the officer has not been made clear by the authorities, in spite of the explanatory booklet issued by the Government. Apart from this, N.A.L.G.O. should be concerned with the provision of adequate air-raid protection measures for corporation employees. With this end in view, the branch executive agreed to offer its co-operation to the corporation.

Ten scholarships to the Scottish Summer School at St. Andrews from

June 24 to July 1, for £1 10s. each, are being offered to members. Applications should be made as early as possible.

Unemployment insurance was discussed by the executive, which agreed to apply to the corporation asking that it should no longer be deducted from the salaries of the clerical and technical staffs. It was pointed out that the Unemployment Insurance Fund was showing a considerable profit, and there was no longer the same need for people in sheltered occupations to continue subscribing to the scheme. Consideration is shortly to be given by the executive to a scheme for collaborating with the Corporation in instituting a scheme of widows' pensions, similar to that adopted by Manchester.

Branch Notes

At the annual social evening at Glasgow a wireless set was presented to Dr. A. S. M. MacGregor, former president of the branch who, due to pressure of work as medical officer of health for Glasgow, was prevented from remaining on the "active list."

The widely-scattered Borders branch held a meeting recently for their Berwickshire members at Duns.

Stewartry of Kirkcudbright branch held a splendid dinner and dance in the town hall, Kirkcudbright, at which more than 200 were present.

Superannuation

A number of appeals have been prepared in connection with notices served under the 1937 Act, dealing chiefly with status, and relating to meter and transport inspectors, and clerks of works. When the Secretary of State for Scotland has made his decisions knowna they will be published on this page.

Easter Week-End School

May we remind you that the Easter week-end school at Ascog Hall, Rothesay, will begin on Friday evening, April 7, and continue till Monday morning. Mr. A. Lindsay Stewart, M.A., LL.B., of Aberdeen is to lecture on "Local Government Problems of To-day." Ascog Hall is beautifully situated on the shore of the Firth, and in its grounds there are tennis court and a putting green. It is expected to hold a whist drive and dance on Friday. The charge is only £1, and at the time of going to press a few rooms are still available. Any member desiring to attend should communicate, without delay, with J. M. Mortimer, 67, West Nile Street, Glasgow, telephone Douglas 404.

Scottish Summer School

The school, to be held as in former years at St. Salvador's Hall of Residence, St. Andrews, will be opened by Brigadier-General Crosbie, on Saturday, June 24, and will continue until July 1. Lectures will be given by Professor Fraser of Aberdeen, Sir William W. McKechnie, late chief of the Scottish Education department, and Dr. Bowie, of Dundee School of Economics. Any member of the Association may attend. Particulars from Mr. Mortimer, address above.

THE FIGHT FOR BETTER CONDITIONS

Sixteen Authorities Increase Their Scales

AAMPLE evidence of the success of N.A.L.G.O.'s unrelenting drive for conditions and salaries commensurate with the growing importance of its members' work, is provided by the monthly reports of divisional activity.

A number of authorities have adopted revised grading schemes at the suggestion of the Association. Many more have approved new scales to cover officers not previously within the scope of the grading schemes. Others have amended existing scales to rectify anomalies. Here are some of the points of progress:

Grading Improvements

Finchley B.C. recently adopted a revised grading scheme:

Age 16	£65	Intermediate—Female
Age 17	£80	i. £120 x £15—£180
Age 18	£95	ii. £180 x £15—£240
Age 19	£110	Senior—Males
Intermediate—Male		i. £330 x £15—£390
i. £120 x £15—£270		ii. £390 x £15—£450
ii. £270 x £15—£330		iii. £450 x £20—£550

Special scales now apply to sanitary inspectors and health visitors, and provision has been made for two further increments in the junior scale—age 20, £120; and age 21, £135—in the absence of a vacancy in Intermediate grade (i).

Bexley B.C. approved a revised grading scheme for its administrative staff to come into force on April 1.

Male	
Grade A	£45 (age 14 years) x £15—£210 (age 25)
" B	£225 x £15—£300
" C	£320 x £20—£400
" D	£425 x £25—£500
Female	
Grade A	£60 (age 15 years) x £10—£150
" B	£60 (age 15 years) x £15—£180
" C	£195 x £15—£240

Special scales have been agreed for technical and professional staff.

Amendments in the grading scheme and in certain conditions of service of Chelsea B.C. have been approved to take effect from April 1.

After an application from the Association, the **Leyland U.D.C.** resolved to increase the sanitary inspector's salary to £315—the maximum of technical grade B of the Lancashire and Cheshire Whitley council scales.

As the result of an application by the divisional secretary, **Barnsley C.B.** adopted grade B1 of the West Riding Provincial Council scales, effective as from April 1. This particular authority is now operating grades A and B1 (Males), grades A, B, and C (Females) with higher scales to meet local requirements.

A further alteration and improvement was effected in the salaries paid to female officers of the **Sheffield C.B.** The former grade III, £130 x £10—£150, has been abolished and a new scale, £160 x £10—£180, introduced. The former grade IV, £160 x £10—£180, has also been replaced by a new scale, £190 x £10—£220.

West Riding Mental Hospitals Board adopted grades A and B1 (Males) and A and B (Females) of the recommended Scales of the West Riding Provincial Council and will award an additional £10 to both males and females who remain at the maxima for periods of seven and

five years respectively. This improvement resulted from an application via the joint conciliatory committee.

The divisional secretary recommended the following scale to the **Middlesbrough C.B.**:

Class A	£36 (age 16)—£200 (age 27)
" B	£210—£220
" C	£230 x £15—£275
" D	£285 x £15, 10—£310
" E	£320 x £15—£350
" F	£375 x £25—£425

The council accepted this and decided to amend the existing class C to provide for a payment of an extra £20 a year to a female assistant with special supervisory duties. The adjustment in salary, necessitated by the introduction of these scales will be made on April 1, and thereafter in Class A on birthdays.

Darlington B.C. has adopted a similar scale to that set out above for Middlesbrough. It will come into force on April 1, and the adjustments in salary, necessitated by the introduction of these scales will be made on that date, and thereafter in Class A on birthdays.

Both Middlesbrough and Darlington dealt with the applications from the divisional secretary, through a joint committee.

Following an interview by the assistant divisional secretary the existing scales at **Thornaby-on-Tees** were amended, several officers receiving increases.

Stanley U.D.C., Durham, adopted the recommendations of the executive committee of the N.E. Joint Provincial council, providing for salary according to age up to £220 a year at age 27.

Beverley B.C. adopted grades A, B1, B2, C and D (Males) and Grades A and B (Females) of the West Riding Joint council scales to operate from April 1.

Caerphilly U.D.C. adopted a scale of advancement from £55 at age 16 for men and £50 for women, to £180 at age 25 for men and £156 for women. Two further grades are:

MEN		WOMEN	
B	£180 x 10—£250		£156 x 12—£180
C	£250 x 10—£305		£190 x 10—£210

Shrewsbury B.C. approved new scales. **Ilkeston B.C.** agreed to pay increments to junior officers as from birthdays instead of April 1, following, and to notify all departments of vacancies.

Aberdare U.D.C. amended its junior scale so that a maximum of £180 would be reached by automatic progression.

At the request of **Hawarden R.D.C.**, the North Wales Whitley council submitted a model grading scheme for all officers, which was accepted.

As a result of representations from the Bacup branch, the Lancashire and Cheshire Whitley council asked the Bacup corporation for permission to supply a model revised grading scheme on the grounds that the original grading scheme adopted by the corporation was out of date and, further, that the proportion of officers in the lower grades was much higher than in similar towns in the area.

After representations by the local branch, the Whitley council asked the

Hoylake U.D.C. for permission to supply a model grading scheme on the grounds that there was no grading scheme in operation at Hoylake and that the salaries generally appeared to be below Whitley standards.

Superannuation

Croydon C.B. approved a recommendation of the establishment committee that for the purposes of section 16 of the Act of 1937 the definition of "female nurse" should include matrons, assistant matrons, and other female nursing staff, whether or not part of their duties were administrative.

The award of additional annual compensatory allowance to any female nurse, midwife, or health visitor is to be dealt with on merits in each case as it arises, but in the case of any such officer in the service of the corporation on April 1, who, having elected to have the provisions of section 16 applied to her, is compelled to retire at 60, the Council has agreed to award an additional annual compensatory allowance equal to at least half the difference between the amount of pension payable at 60 and the amount that would have been payable if the employee had remained in the corporation's service until the age of 65.

In 1932, **Liverpool C.B.**, by special resolution, decided that junior clerks should be admitted to the Liverpool corporation superannuation scheme when they attained the age of 18, but for some reason or other only male junior clerks were admitted.

Recently, an application by the Association to admit to the scheme 180 female juniors who had entered the Service since July, 1932, and attained the age of 18 was successful. Application is being made to the Minister of Health for these appointments to be designated and contributions will be payable at the rate of 5 per cent instead of 6 per cent which would have been payable had they been brought under the 1937 Act on April 1.

The Association's application at **Liverpool** for the inclusion of two night inspectors of the passenger transport department on the list of employees attaining the age of 65 before April 1 was successful. Employees on this list will be granted retiring allowances under Section 623 of the Liverpool Corporation Act, 1921.

Whitleyism

Bexley B.C. agreed to the establishment of a local joint committee. The first meeting is to be held on April 4.

The **Chingford** joint committee suggested that, should any particular employee so desire it, deductions should be made in his salary in respect of subscriptions to N.A.L.G.O., and payments under the Hospital Savings Association Scheme, Rates, and Small Dwellings Acquisition Acts. This is subject to the approval of the Finance committee.

WOMEN!

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TORQUAY ANNUAL CONFERENCE AGENDA

Proceedings will begin at 9.30 a.m. on Saturday May 27, 1939, and continue on Monday May 29, and Tuesday morning, May 30. Conference will adjourn for lunch at 12.30, and re-assemble at 2.30 on Saturday and Monday, and conclude at 12.30 on Tuesday, unless otherwise determined. The Session on Saturday morning will be open to the public.

1. Official Welcome by the Mayor of Torquay, Councillor C. G. Price, J.P., and members of the Corporation.
2. Proceedings of the Conference held on June 4 and 6, 1938.
3. The Mayoress of Torquay, Mrs. C. G. Price, will receive the Purses of the Benevolent and Orphan Fund.
4. The Mayoress of Torquay, Mrs. C. G. Price, will present the "Sir Homewood Crawford" Shield, the "Sir Charles Wakefield" (Lord Wakefield) Shield, the "Bridlington" Cup, and the sports trophies.
5. President's Address.
6. Declaration of result of Election of Council and Honorary Officers.
7. Appointment of Auditors for the year 1939.

Notice of Motion by National Executive Council.

That Messrs. Jackson, Pixley & Co., Chartered Accountants of Kent House, Telegraph Street, London, E.C.2, be appointed the Association's auditors for the year 1939, and that a fee of five hundred and twenty-five pounds (£525) be paid to them for their services.

8. Local Authorities and Voluntary Organisations.
ADDRESS by Brig.-Gen. Sir WYNDHAM DEEDES, C.M.G., D.S.O., Vice-Chairman of the National Council of Social Service, on the desirability of close co-operation between local authorities and voluntary organisations, in the field of social service.
9. Appointment of Scrutineers.
10. Honorary Treasurer's Financial Statement, etc.
11. Annual Report of the National Executive Council.
12. National Status for Local Government Officers.
Notice of Motion by Maldens and Coombe Branch.

(1) That this Conference is of opinion and does hereby urge His Majesty's Government to pass the necessary legislation providing that, having regard to the National and semi-National character of many duties now undertaken by Local Authorities, Local Government Officers should be constituted a branch of the Civil Service and be designated Civil Servants (L.G.) (Local Government) as distinct from Civil Servants (N.) (National); their appointment to, retention or re-grading in, and dismissal from the service to be subject to the approval of the appropriate Government Department; and the grade, minimum pay, holidays, and conditions of service of such officers to be in accordance with recognised scales (as in the case of Civil Servants (N.)), to be formulated by H.M. Government in conjunction with the Associations of Local Authorities;

- (2) That upon effect being given to the above-mentioned proposals the National Association of Local Government Officers be recognised as representative of the interests of the members of such new branch of the Civil Service; and
- (3) That the Association be requested to forward to the Prime Minister a copy of the foregoing, together with such particulars in support of the proposals as the National Executive Council may deem necessary.

13. National Campaign on Salaries and Service Conditions.

Notice of Motion by the National Executive Council

That in order to assist in carrying out the national campaign on salaries and improved conditions of service for local government officers, this Conference authorises the National Executive Council to take such action with any local authority (with or without the consent of the branch concerned) as it may deem necessary.

14. Employment of persons in receipt of Pensions. *Notice of Motion by West Riding County Officers' Association.*

That this Conference deprecates the employment in the Local Government Service of persons in receipt of pensions or superannuation allowances.

15. Advertisements in "Local Government Service."

Notice of Motion by Sutton Coldfield Branch.

That the publication in the official organ of the Association of advertisements offering special terms or substantial discounts to local government officers is not in the best interests of the Association; and that in future no such advertisements be accepted for publication.

16. Public Relations Policy.

Notice of Motion by Coventry Branch.

That this Conference:

- (a) Urges the necessity for a vigorous Public Relations policy; and
- (b) Instructs the National Executive Council to examine and report on the possibility of closer relationship between the Public Relations and Educational activities of N.A.L.G.O.

17. Rate of Contribution for Superannuation.

Notice of Motion by Merthyr Tydfil Branch.

That the Ministry of Health be asked to amend Section 6 (1) (b) of the Local Government Superannuation Act, 1937, by providing that officers employed at March 31, 1939, by local authorities who had not adopted the Local Government and Other Officers' Superannuation Act, 1922, at that date shall have their rate of contribution reduced to 5 per cent.

18. Reckoning of Superannuation Allowances.

Notice of Motion by South Wales and Monmouthshire District Committee.

That the National Executive Council be requested to take steps to secure the payment of 60ths for all superannuable service.

19. Civics in School Curricula.**Notice of Motion by the National Executive Council.**

That this Conference believing that the vital importance of local government administration demands an enlightened populace to ensure such administration being increasingly useful, efficient, and financially sound, feels that in all types of schools and educational institutions, there should be afforded the opportunity of studying the principles, methods, and aims of local government, and therefore urges the Board of Education to encourage local educational authorities, governing bodies and other educational institutions, to consider the introduction of a comprehensive and suitable curriculum on the subject in all schools and universities.

20. Holiday Centre.**Notice of Motion by Glasgow Branch.**

That the National Executive Council take steps to secure the establishment of a holiday centre in Scotland.

21. Life Membership of Benevolent and Orphan Fund.**Notice of Motion by Liverpool Branch.**

That the donation for Life Membership of the Benevolent and Orphan Fund revert to the original figure of £2 2s. 0d.

22. Notice of Motion by Walthamstow Branch.

That Rule 5 (Membership and Contributions) of the Benevolent and Orphan Fund be amended to allow a member to be nominated as a Life Member on payment of £2 2s. 0d. instead of £5 5s. 0d.

23. Income of Benevolent and Orphan Fund.**Notice of Motion by Southend-on-Sea Branch.**

That in order to provide the Benevolent and Orphan Fund with an income commensurate with its growing requirements, together with a surplus to build up its reserves to an amount sufficient to place the Fund in a position to deal adequately with any eventuality, this Conference instructs the National Executive Council to consider immediately plans for persuading every member of the Association to contribute daily one copper coin to the Fund.

24. Notice of Motion by Wrexham Borough Branch.

That Conference be requested to increase the subscription payable by each member by 3s. per annum as from November 1 next, and that that amount per head be credited to the Benevolent and Orphan Fund.

25. Admission of Members to all sessions of Conference.**Notice of Motion by Salford Branch.**

That this Conference considers it is desirable that arrangements should be made, if practicable, for the admission to all sessions of the Annual Conference of any member of the Association, and that the National Executive Council be instructed to consider and report to the next Conference:

- Whether it is practicable for a portion of the Conference Hall to be set aside for members of the Association other than delegates, and
- What arrangements would be necessary to be made to enable members of the Association, other than duly appointed delegates, to secure admission.

26. Private Session at Conference.**Notice of Motion by Long Eaton Branch.**

That all matters of a purely domestic nature or routine nature to be debated at an Annual Conference of the Association, be so framed on the Agenda as to permit of them being discussed at a private session of the Conference from which the Press would be excluded.

27. Rule 2 (o)—Objects.**Notice of Motion by Stretford Branch.**

To amend the Rules and Constitution of the Association as at present set out under Objects 2 (o), page 5, by deleting the wording of such rule after "Association" at the commencement of line three and in substitution of the deleted words to incorporate an additional rule to read:

"To advance the cause of any Charities, Voluntary Organisations, or other similar bodies by making contributions thereto from the funds of the National Executive Council, District Committees, or Branches."

Note.—Rule 2 (o)—Objects, reads as follows:—

(o) To do all such things as may from time to time be considered advisable to foster, safeguard, maintain or improve the status or influence of the Association or to promote the advancement of the Association or its district committees or its branches or any of them by contributions to public charities, voluntary organisations or other similar bodies.

28. Rule 4—Definitions.**Notice of Motion by the National Executive Council.**

That the definitions of "service" and "local government officer" set out in rule 4 of the rules and constitution of the Association be amended to read as follows:—

"Service" means the local government service in Great Britain and the Isle of Man, and includes "local government officer."

"Local government officer" means any officer, full time or part time, paid directly or indirectly by a local authority, or employed under the provisions of any public or local Act of Parliament, or other provision having reference to local government in Great Britain and the Isle of Man, and any whole-time officer paid directly by a board or other authority to which any of the functions of a local authority, together with any of the officers of such local authority, have been transferred by any public or local Act of Parliament and shall include a pupil articulated to a local government officer.

(N.B.—The suggested additions are italicised.)

29. Eligibility for Membership of the Association.**Notice of Motion by Doncaster and District Branch.**

That the National Executive Council be instructed to consult with branches and other interested organisations, with a view to including in the Rules of the Association a definition of the term "local government officer," for the purpose of eligibility to membership, and report to the 1940 Conference.

30. Association Subscriptions.**Notice of Motion by Hants County Branch.**

That the National Executive Council be instructed to submit to the next Annual Conference a revised scale of membership subscriptions, such revised scale to make provision for a reduction of the present rate of subscription for junior officers.

Note.—Rule 9—Scale of Subscriptions, reads as follows:

(a) Members shall pay a monthly subscription, except as provided in rule 10, based on their total salary including bonus and fees, as follows:—

Salary and Bonus	Rate of Subscription
Not exceeding £52 p.a. ...	5d. per month
Exceeding £52, but not exceeding £120 p.a. ...	10d. "
Exceeding £120, but not exceeding £260 p.a. ...	1s. 3d. "
Exceeding £260, but not exceeding £350 p.a. ...	1s. 8d. "
Exceeding £350, but not exceeding £450 p.a. ...	2s. 1d. "
Exceeding £450 p.a. ...	2s. 6d. "

The basis of a member's subscription for the purposes of this Rule shall be his total salary including bonus and fees on the first day of each financial year of the branch; except in the case of a member joining after that date, when the basis for the then current year shall be his total salary including bonus and fees on the first day of his membership.

Except in the case of a member whose total salary including bonus and fees does not exceed £52 per annum, "salary" for the purpose of this rule shall be deemed to include emoluments.

(b) Retired members shall pay a subscription of 5s. 0d. per annum.

(c) Honorary members shall not be required to pay any entrance fee or subscriptions unless the Council otherwise direct.

(d) The percentage of the total amount collected in subscriptions during each year to be retained by branches shall be as follows:—

(i) County branches when recommended by the District Committee of their area and approved by the National Executive Council—40 per cent.

(ii) Other branches—35 per cent.

(iii) The Council shall have power to make additional grants to branches to enable the latter to meet approved expenditure which is not common to all branches and which cannot be met out of the above percentage of subscriptions retained, provided that it shall be a condition precedent to making such grants that estimates and details of the expenditure shall have been submitted to and approved by the Council.

31. Date of Annual Conference.

Notice of Motion by Morecambe and Heysham Branch.

That in the opinion of this Conference its best interests would be served by holding the Conference sessions, together with the appropriate meetings of the ancillary activities, a fortnight after Whitsuntide instead of adhering to that formal holiday period and that the National Executive Council be instructed to make any necessary alterations in the rules that this amended date may show to be necessary.

Note.—Rule 21 (a) Conferences, reads as follows:—

21.—Conferences.—

(a) The general policy of the Association shall be directed by a Conference; and an Annual Conference shall commence on the Saturday preceding Whitsun Day in each year, or a Special Conference may be convened in accordance with Rule 22.

32. Rule 24 (a)—Proportion of Representation.

Notice of Motion by North Western and North Wales District Committee.

That the words "for a membership not exceeding 5,000; three representatives for a membership over 5,000 but not exceeding 15,000; and four representatives for a membership over 15,000" be added after the word "representatives" in National Rule 24 (a).

Note.—Rule 24 (a) reads as follows:

(a) Each District Committee may elect two representatives.

33. Representation on National Executive Council.

Notice of Motion by Glasgow Branch.

That the National Executive Council be requested to consider the question of direct representation on the National Executive Council of those members in receipt of a salary of £270 per annum or less, with a view to at least six members of that executive body being elected from such members of the Association.

Note.—Rule 51 (1)—Representation, reads as follows:—

51.—Representation.—

(1) District Committee Areas. The qualification for a District or group of Districts, to elect a member, or members, of the Council, shall be as follows:

(a) A District, or grouping of Districts, shall be entitled to have one member on the Council.

(b) The qualification for a District or grouping of Districts to elect an additional member or members on the Council shall be a membership equal to a standard unit of 2,500 and each District or grouping of Districts shall be entitled to as many additional members as it has complete units.

(c) The total membership to be used for the purposes of this section shall be the membership figure at 31st October.

(d) For the purpose only of representation on the Council, Scotland shall be divided into three electoral areas, with one representative for each area. The areas shall be as follows:—

(1) The Glasgow area, to coincide with the area of the Glasgow and District Branch.

(2) The East and North of Scotland area, to include the counties of Aberdeen, Angus, Banff, Berwick, Caithness, East Lothian, Midlothian, West Lothian, Fife, Inverness, Kincardine, Kinross, Moray, Nairn, Orkney, Perth (excluding the Western District), Ross and Cromarty, Roxburgh, Selkirk, Sutherland and Zetland.

(3) The South and West of Scotland area, to include the counties of Argyll, Ayr, Bute, Clackmannan, Dumfries, Dumfries, Kirkcudbright, Lanark, Peebles, the Western District of Perth, Renfrew, Stirling, and Wigtown. Provided that there shall be no increase in the number of representatives for any one of the three areas until the membership for the whole of Scotland entitles Scotland to more than three representatives on the unit basis as set out in this rule.

34. Representation of Women on the National Executive Council.

Notice of Motion by Sheffield Branch.

That the National Executive Council shall consider the amendment of Rule 51 (2) which ensures that there shall be at least two women members on the Council, in order to provide a greater number of women representatives.

Note.—Rule 51 (2)—Representation, reads as follows:

(2) Women's Representatives.—In the event of two women not being elected under the provisions of section (1) of this rule two women representatives shall be elected by the members of the Association as provided in Rule 44. Arrangements shall be made to enable all members, irrespective of electoral areas, to cast their votes for the women representatives on a voting paper separate from that provided for the election of the ordinary members of the Council, or in the event of no such election, simultaneously with the election of ordinary members of the Council in other areas. The voting papers shall be counted as provided in Rule 47 and the result declared pursuant to Rule 49. Provided that in the event of one woman being elected under the provisions of section (1) of this rule, the provisions of this section shall only apply to the election of the other woman representative.

35. Staff Superannuation Scheme.

Notice of Motion by the National Executive Council.

To amend the Staff Superannuation Fund Rules as follows:

Full details of the proposed amendments will appear on the official Conference Agenda. The existing rules of the Staff Superannuation Fund are set out at the back of the Rules and Constitution of the Association.

36. Declaration of Venue of Annual Conference, 1940.

37. Induction of President.

38. Investment of Immediate Past-President with Replica of the President's Badge of Office.

39. Any other competent business.

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It's not greedy to enjoy the fruits of one's own industry. Who collected these acorns last year? Who put them by? And so—who's eating them now? The same applies to that home of mine in Elm Spinney. I found it, and made it “liveable,” but now I'm glad because it's mine to enjoy.”

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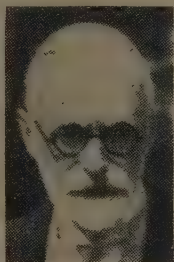
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GOSSIP FROM THE BRANCHES

BY EAVESDROPPER

Dr. A. Senior, who retired recently from the position of medical officer, Esher, served the council in that capacity since its creation in April, 1895. When he was appointed, the staff consisted of the clerk, the surveyor, who also held the office of "Inspector of Nuisances," and himself. It was not until 1920 that clerical help was provided for him. During the war years he and the inspector had to contend with an outbreak of infantile paralysis in Claygate, which was specially investigated by a medical officer of the local government board. The diagnosis of typhoid or enteric fever was formerly a matter of great difficulty until the full signs of the disease were found. In his early days, cancer could only be treated by surgical means, which frequently meant that treatment was avoided owing to the dread of surgical operation.



Hendon branch met, and defeated, Finchley in the first heat of the third series of spelling bees for the "Hendon Times" spelling bee challenge cup.

Metropolitan District Operatic and Dramatic Society is to present "Bats in the Belfry," a light comedy, at Conway Hall, Red Lion Square, W.C.1, on April 14 and 15. You can get tickets—1s. 6d., 2s. 6d. and 3s. 6d.—from Miss A. Noble, Town Hall, Holborn, W.C.1.

Last month saw Warwickshire literary and dramatic section take a great step forward by an excellent production of "Night Must Fall."

Gillingham produced Somerset Maugham's "The Sacred Flame," and according to the local press, put it across well . . .

A thousand Eastbourne mothers signed a petition asking for the appointment of Dr. John Fenton as medical officer of health. He got the job . . .

Ex-private Godley, V.C., a Bethnal Green school caretaker, was granted special leave to revisit Mons for the unveiling of a plaque on the new Nimy Bridge, in company with some twenty or thirty other Mons survivors . . .

"Aunt Sallies—to be shied at by all and sundry," was the description given to officers by Ben Green, president of Stourbridge branch at its annual dinner . . .

As an example of the growth of the work of authorities, Ald. W. T. Green, said, at the annual dinner of Salop branch, that when he first became a member of a local authority he was on six committees. Now he is on sixty . . .

Thirty-four officers at Swansea due to retire on superannuation bade farewell to their colleagues last month. A number had over fifty years' service to their credit . . .

"I would like to see every young man and woman put out in the country compulsorily to serve at some sort of country occupation for a year," said Lord Henley, at the annual dinner of Northampton town and county branch . . .

Mid-Herts branch boasts its own caricaturist, C. H. A. Hards, Social Secretary. He pictured his colleagues—and himself—on the back of the branch annual dinner menu card . . .

"One of the most soul-destroying tasks a reporter has to undertake is the translation of the minutes of local councils into ordinary comprehensible English," says the "Peterborough Citizen." "Local Notes," Peterborough branch journal, replied in verse:

"Let's alter the minutes of each dull committee,
And set them in rhyme to some music that's pretty.
Let's put them in swing-time, and just for a lark
Engage Irving Berlin to act as our Clerk."

One of the Metropolitan district's oldest sporting events—the annual interborough road walk—is to be held on Saturday, April 15, in the vicinity of Epping Forest. It will start from the Forest Hotel, Chingford at 3.30, and tea and prize-giving by the Mayor of Chingford will follow at 6.15. Spectators are welcome . . .

Men's and ladies' table tennis singles and men's doubles championships which are open to all members of the Metropolitan district, will be held at the Metropole Hall, Northumberland Avenue, W.C.2, from April 17 to 21. Entries must reach A. Daniel Smart, Council Offices, Friern Barnet, N.11, by April 4.

Sheffield beat Hull by two goals to nil in the final of the Yorkshire football competition at Leeds recently . . .

H. O. Cousins, borough treasurer, Colchester, and hon. treasurer to the local branch from its re-creation in 1925—for which he was largely responsible—until November, 1938, is to retire at the end of the month. As far back as 1911 he is recorded as local correspondent for all N.A.L.G.O. activities. He served twice as chairman. He plays the flute and bassoon excellently and was considered for years to be one of the finest shots with the rifle in East Anglia.

Tom Davies and D. Ewart Williams, secretary and treasurer of Gwent for 21 years, received presentations at the branch general meeting.

T. H. Williamson, assistant accountant, Easington, has resigned secretaryship of the branch after 19 years' service, since its formation. He is still treasurer of the North Eastern district. At the branch dance, an electric clock was presented to him.

Two new branches are to be recorded this month: one at Bolsover, starting this

month, and the other at Meriden, now one month old.

A number of branches are throwing their whole weight into the drive for better relations with the man-in-the-street. Aylesbury, with a total membership of only 17 members, set an example of what could be done. It gave a sound-film show to sixty members of the Council, the branch, and the public.

W. H. Kendall, director of Ashby Public Subscription Band, which went "on the air" recently, is branch secretary to Scunthorpe. This is a brass band and has carried off prizes at the Leicester Musical Festival. But Mr. Kendall is also building up a dance band. One brow high and the other brow low . . .

The members of S. E. Devon branch are scattered over three R.D.C.'s and six U.D.C.'s. This didn't stop them from holding a whist drive and dance recently to which more than 200 turned up, many from towns a considerable distance away . . .

An article about Robert Steele, of Lanarkshire, was published in the February



number of "Pasaulio Lietuvis," a magazine printed in Lithuania and sent to all Lithuanians abroad. The reason is that he works in the public assistance office at Bellshill—which has a large Lithuanian population—and because many Lithuanians could speak only their mother tongue, he learnt the language to help them.

DISTRICT COMMITTEE NEWS

POINTS of interest to members arising from recent district committee meetings are:

Yorkshire, Bradford, February 18. Courses for the diploma in public administration are to be held at Leeds University and Hull University College.

Difficulties encountered in the national campaign on salaries are not confined to local authorities, for in some instances officers themselves have very vague ideas as to appropriate scales of salaries. The Benevolent and Orphan fund sub-committee had, at the last meeting alone, considered 57 cases, involving an expenditure of nearly £800.

Since last year membership has increased by 1,200—the highest since 1930.

South Western, Weston-super-Mare, February 25.

No special committee for considering enrolment and organisation of women in the Service is to be set up as it is considered that branches adequately fulfill this function.

N.E.C. CONSIDERS REPORT ON SALARIES

"White Paper" To Be Prepared For Conference

WHEN the National Executive Council met at Abingdon Street on March 11, for the last time before Conference, four of its members—Messrs. W. W. Armitage, J. W. Singleton, R. E. Sopwith, and L. E. Rumsey—who are to retire from its ranks at Whitsun, said "good-bye" to their colleagues. Mr. Rumsey was not seeking re-election, and the others have retired from the Service, or are shortly to do so.

Mr. Armitage was first appointed to the Council in June, 1922. He was vice-chairman of the Service Conditions and Organisation Committee, 1932-34; vice-chairman of the Provident Society Committee of Management, 1928-33; vice-president of the Approved Society from 1926 to his retirement; a member of the Logonia Board of Management since 1931; vice-chairman of the Council, 1933-35; chairman of the Council, 1935-37; vice-president of the Association, 1935-37; and president, 1937-38.

Mr. Singleton was appointed to the Council in June, 1923, was chairman of the Publications and Recreations Committee from 1932-36 and of the Special Activities Committee from 1936 to his retirement. He was appointed vice-chairman of the Council for 1938-39.

Mr. Rumsey was elected to the Council in 1936 and Mr. Sopwith in 1937.

Warm appreciation of the work of these four members was expressed by several of their colleagues on behalf of every member of the Association.

The Council appointed the following representatives to other conferences: Mr. A. Pinches, I.A.R.V.O.; Mr. A. G. Bolton, Institute of Public Cleansing; Col. Stead, Sanitary Inspectors' Association; and Mr. A. A. Garrard, National Council of Social Service.

In addition to exceptionally heavy agendas the Council had to consider the annual report, in draft form, and the preliminary agenda for Conference.

The chairmen of the committees presented their reports, the main features of which are given below:

SERVICE CONDITIONS AND ORGANISATION

Much attention was devoted to a comprehensive report on interviews between the Salaries and Whitleyism sub-committee and representatives of the twelve district committees in furtherance of the national campaign on salaries and service conditions. It was decided that a "White Paper," amplifying the views of the Council, should be presented to Conference.

National Advisory Committee

It was reported that the National Advisory Committee for Local Government Service had:

Agreed to make representations to the Ministry of Health in an endeavour to secure amendment of the L.C.C. Superannuation scheme to provide that certain transferred poor law employees should receive the benefits of section 16 (1)

of the 1937 Act, relating to earlier retirement, and that the provisions of section 12 (6) should apply to transferred poor law employees;

Dealt with the questions of transfers from service in England to service in Scotland, and vice versa, and the provisions in the 1937 Act relating to absence from duty owing to ill-health; and

Decided to appeal to the Minister of Health on behalf of any probationer nurse classed or described as a servant for the purpose of the 1937 Act.

National Service

After discussion of the lack of direction from the Government on the position of officers over 25, it was decided to request every local authority in the country to take its staff into consultation, and to indicate what was expected of officers.

The General Secretary had been directed to draw the attention of Sir John Anderson to the fact that voluntary service was being hindered amongst local government officers owing to non-consultation by local authorities with their staffs, as recommended in the Ministry of Health's Circular 1773; and that officers over 25 were waiting for a lead.

Premium Pupils

It was decided to give detailed consideration to the question of persuading authorities, where premium pupils were allowed, to provide facilities for a percentage of non-premium pupils to be recruited from their existing staffs.

Nursing Services

After publication of the interim report of the Inter-Departmental Committee on Nursing Services, a letter was sent to the Ministry of Health, asking that N.A.L.G.O. be taken into consideration if, and when, the Ministry dealt with the superannuation sections of the report.

Unpaid Assistants

The Committee considered the case of a member who applied to the Association for a loan to enable him to prepare for a professional examination which his employing authority was obliging him to take. He was 26, and his salary was 28s. 5d. a week. The main reason for the poor salary was that the officer joined the Service in 1936 without salary, for the purpose of gaining experience.

The Committee decided to send details of this case to the district committees, with the request that they should do all they could to warn people not to enter the local government Service as unpaid assistants—a practice which tended to depress salary standards generally.

Isle of Man Officers

It was decided to ask Conference to approve a notice of motion making officers employed in the Isle of Man eligible for membership of the Association.

The Committee considered detailed reports on the work of the Provincial

Whitley Councils; progress in the formation of Provincial Councils; appointments at inadequate salaries; and improvements in service conditions throughout the country. It was reported that 177 members had been admitted to the midwives' legal defence scheme.

EDUCATION

Scholarships Scheme

The degree of B.Sc. (Economics), with the special subject of "Government," is to be included in the scholarships scheme as a degree in public administration. The application from a candidate for a scholarship for permission to utilise any scholarship that might be awarded to him for preparation for the degree of Ph.D. St. Andrews, was granted, the thesis to be presented for the degree being concerned with local government matters.

Grants to Universities

Grants to universities, totalling £480, were approved on the same basis as in previous years.

Examinations for Attendance Officers

A deputation has been appointed to meet representatives of the Association of Directors and Secretaries for Education, the Association of Superintendents of School Attendance Departments, and the School Attendance Officers Association, to explore further the possibility of establishing examinations for School Attendance Officers.

Examinations of the I.M.T.A.

The question of eligibility of accountancy staffs outside the treasurers' or accountants' departments for the I.M.T.A. examinations was referred to a deputation appointed to meet representatives of the Institute of Municipal Treasurers and Accountants.

Area Education Committees

Grants were made to the South-Eastern district committee for educational work and to the South-Western district committee for a week-end school.

Post-Entry Training and N.C.I.

A special sub-committee was appointed to consider the post entry training scheme, and a comprehensive report on the Nalگو Correspondence Institute.

Examinations of the Poor Law Examinations Board

The question of holding the examinations of the Poor Law Examinations Board every six months was referred to the Association's representatives on the Board.

LAW AND PARLIAMENTARY Superannuation

The Committee decided that there could be no useful purpose in seeking an assurance from the Minister of Health that he would raise no objection in principle to amendment of local Act schemes. It would, however, be prepared to ask the Minister not to object to specific amend-

(continued on page 134)



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(continued from page 132)

ments, for example, the extension of the provisions of Section 16 of the Local Government Superannuation Act, 1937, to local Act schemes.

It was also decided to ask the Minister not to oppose any amendment to a local Act scheme which would have the effect of making reckonable for the purposes of the scheme previous service which, under the existing provisions of the scheme, was not reckonable, and any amendment which would have the effect of incorporating the provisions of Section 9 of the Act of 1937 in the scheme. On the other hand, the Committee considered it inadvisable to urge that Section 26 (4) of the Act of 1937 should be amended so as to enable a local Act authority to adopt any of the provisions of Part I of the Act by way of addition to or in substitution for its scheme.

The Committee further decided that steps be taken with a view to the amendment of the Act of 1937:

- (1) By the inclusion of provisions that the benefits of that Act shall apply to Collecting Officers appointed under the Affiliation Orders Act, 1914.
- (2) So as to provide that a local authority may, in determining whether service in the employment of an officer of a local authority shall be reckoned as non-contributing service, take into account service in his Majesty's Forces or the Forces of the Allied or Associated Powers during the late War rendered by an officer who left the employment of an officer of a local authority in order so to serve.

It was reported that the Minister of Health had decided to introduce a short Bill in this session of Parliament to provide that:

- (1) "Service" both in the Local Government Superannuation Act, 1937, and the corresponding Scottish Act shall include service to any local authority, whether English or Scottish;
- (2) Transferred poor law employees who under the Local Government Act, 1929, did not elect to remain subject to the Poor Law Officers' Superannuation Act, 1896, and became subject to the Act of 1922 and who are employed in institutions certified under the Mental Deficiency Acts, shall become contributory employees under the Act of 1937;
- (3) Schemes shall be made to safeguard the position of employees of statutory undertakers who are subject to the Act of 1922 by virtue of their having been transferred under a public general Act to the employment of the undertakers from the employment of a local authority on terms providing that they should be entitled to participate in the superannuation fund of the authority.

Assessment Committees

The Association's Parliamentary Agent has submitted a draft Bill to amend the Rating and Valuation Act, 1925, providing that Subsection (1) of Section 55 of that Act shall be read and have effect as if at the end of that subsection there had been inserted a proviso that a person shall, so long as he is, and for twelve months after he ceases to be, a member of a rating authority, be disqualified for being appointed to a paid office in the service

of that rating authority, of any assessment committee in that rating authority's area, or of the county valuation committee. The draft Bill also provides that a person shall, so long as he is, and for twelve months after he ceases to be, a member of an assessment committee or county valuation committee be disqualified for being appointed to any paid office in the service of the assessment committee or county valuation committee of which he is or has ceased to be a member, or of any rating authority in that area.

The draft Bill is to be forwarded to the Ministry of Health for its observations and steps are to be taken for it to be introduced at an appropriate time.

Certificates of Exception

A further interview was held at the Ministry of Health when it was ascertained that the Ministry intended to circularise local authorities on the question of certificates of exception. The Minister was strongly urged that, in any circular to be sent to local authorities on the subject of renewal of certificates of exception in view of the coming into operation of the Local Government Superannuation Act, 1937, the authority should be definitely informed—and not merely advised—that before any application for renewal is made it should invite the observations of the employees concerned on the terms of the proposed application.

Counsel's opinion was obtained, and as a result of the opinion expressed the committee decided to submit to the Minister that he has no power to continue existing certificates of exception or to issue new certificates unless he is satisfied that the local authority concerned has power to continue paying a disablement allowance to employees until they attain the age of sixty-five.

Solicitors Amendment (Scotland) Bill

An amendment to Clause 16 of the Bill providing that the subsection shall not apply to a county or town clerk being a solicitor who has been admitted as such in Scotland not less than five years prior to the date at which he takes any apprentice has been submitted to Mr. Dingle Foot, M.P., by the Association's Parliamentary Agents.

National Health Insurance

The Committee considered the deduction of National Health Insurance sickness benefit during absence through sickness, and in its opinion:

- (a) No member of the Association should attempt to enforce any rights as a result of the decision in *Marrison v. Bell* without the support of his branch and until he has referred the matter to headquarters.
- (b) Local conditions must be taken into account in considering whether it is advisable for a member to enforce any such rights.
- (c) It is advisable that the Association should confer with the Associations of local authorities in connection with the future effects of the decision in *Marrison v. Bell*.

Compensation Appeals

Since the December meeting of the Committee the Minister of Health has given the following decisions on appeals submitted to him:

(1) Local Government Act, 1929: Compensation granted, nil; awarded on appeal, £17 per annum.

(2) County Review Order: Compensation granted, nil; awarded on appeal, £64 per annum.

The following cases have been dealt with by the legal department since December: Compensation for loss of office, 10; conditions of service of transferred officers, 2; superannuation appeals, 1,161; miscellaneous superannuation queries, 226; general legal questions (other than particular cases referred to in the agenda), 52.

FINANCE AND GENERAL PURPOSES

The Committee dealt with applications from small branches for subsistence allowances; applications for special assistance; the financial statements of district committees; a number of invitations to hold the Annual Conference at various towns; amendments to the staff superannuation scheme; and necessary action in the event of a national emergency. On the last point it was decided to send instructions to branches.

PUBLICATIONS AND PUBLIC RELATIONS

Branch Magazine Competition

The further improvement of existing branch magazines and the creation of new ones is to be stimulated by a competition offering cash prizes and trophies to branches with the best productions.

Local Government Film

Final scenarios for three of the ten projected films on local government are being prepared.

SPECIAL ACTIVITIES

The Committee considered a request from the secretary of Nalگو Rifle Club that the Association should take over the administration of this section. In view of the small interest shown in it, however, it was decided that its administration from headquarters could not be recommended, but that the committee was prepared to consider the question of disposing of the seven trophies which the Club holds for annual competition.

BUILDING SOCIETY

Since the inception of the society 24,120 enrolments have been received for paid-up and partly paid shares, and 4,025 deposit accounts have been opened, including 1,942 by non-members.

BENEVOLENT AND ORPHAN FUND

More than 400 cases, involving an amount of £6,500 were considered. The attention of the Committee had been drawn to the increasing number of applications for convalescent home treatment through the Fund on behalf of members, whose Approved Societies did not include this benefit, and it was decided to ask branch secretaries to urge their members, especially the younger ones, to join the Nalگو Approved Society, which, apart from offering convalescent home benefit, offered additional benefits as good as, if not better than, the majority of other insurance societies.

(continued on page 136)



NALGO AMERICAN TOUR 1939

VISIT AMERICA

**AND STUDY ITS
GREATEST CITIES**

This tour is to be arranged on similar lines to that in 1937 when a party of English local government officers touring Canada were conducted round municipal centres, accorded civic receptions and shown the working of Canadian local administration.

**BOSTON WASHINGTON
PHILADELPHIA RICHMOND
ATLANTIC CITY NEW YORK**

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Last year's spring suit will probably "do" another season, but it won't do very well. Why not call in and see the new spring ranges?

The New Blues are going to be the reigning colours this year, and double-breasted suits with long, rolling lapels and "draped" backs will be popular.

To those who have not dealt with me before, I would say that I regard every suit I make as an advertisement. Unless you are satisfied you do not pay a penny for it.

And remember this—all clothes are marked in plain figures with the nett cash price, no funny business, one price for all. For approved credit accounts a nominal charge of 2½% is made to cover clerical expenses, and since these terms are offered to Public Officials only, I need make no charge to cover bad debts.

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(continued from page 134)

PROVIDENT SOCIETY

In the year ended February 25 membership of the sickness scheme increased from 17,927 to 19,439; of the death benefit scheme, from 1,329 to 1,464; and of the hospital and nursing home scheme, from 5,588 to 6,657.

It was decided to allocate 8½d. in the shilling to members' "Rest" accounts for 1938, and to recommend the next annual general meeting, to adopt a Funeral Benefit for Children scheme, as from January 1, 1940.

LOGOMIA

The Board of Management of Logomia, meeting on March 9, adopted a Double Endowment scheme under which there is paid at maturity double the amount paid at death. This scheme should appeal to members who are not primarily concerned with making provision for dependents, but who desire to provide for retirement and, at the same time, obtain a certain measure of protection in the event of death.

The draft annual report and statement of accounts showed further progress in all sections of the Association's work.

* * *

The chairman, Mr. A. A. Garrard, presided over the Council, and the following members attended:

H. Allen	W. H. Legh-Smith
H. J. Altoun	G. Llewellyn
A. G. M. Archibald	S. Lord
W. W. Armitage	F. V. Merriman
J. T. Baker	T. Nolan
W. A. N. Baker	A. Denton Ogden
F. D. Barton	D. J. Parry
J. Brown	A. Pinches
A. G. Bolton	H. G. Pope
J. Chaston	E. L. Riley
J. H. Clark	C. A. W. Roberts
R. W. Coppock	H. Russell
F. E. Cox	J. W. Singleton
Miss E. Dawson	H. W. Smith
A. B. Day	R. E. Sopwith
G. S. Fraser	Miss I. Stansfield
T. Freeman	E. J. Stead
A. J. Gould	G. A. Stone
V. Grainger	H. Taylor
D. L. Griffiths	L. H. Taylor
F. H. Harrod	J. H. Tyrrell
P. H. Harrold	J. W. Vince
R. E. Heron	J. H. Warren
J. L. Holland	L. Worden
W. E. Hudson	E. A. S. Young

FINE SUMMER EDUCATIONAL PROGRAMME

N.A.L.G.O. Schools at Oxford, Copenhagen, and St. Andrews

THREE summer schools—at Oxford, Copenhagen, and St. Andrews—are being arranged by N.A.L.G.O. this year. A booklet which tells you all about them will be published as soon as possible, but so that students may reserve the dates on which they propose to attend, we give the following preliminary particulars.

The lectures at the Oxford school at Oriol College, from July 22-29 will be divided into three groups:

The first, delivered by A. N. Shimmin, M.A., of Leeds University, will deal with the history and present trends of local government, and will give a brief summary of the development of areas, boundaries and their extension, joint and regional committees, ad hoc bodies, and local government on a functional basis.

The second, by Dr. J. Sykes, of the University College of the South West, Exeter, will make a brief analysis of present-day services, the scope and effectiveness of local government, the economic and social effects on individuals and on the community, and a general survey of finance.

The third, by W. Randell, F.S.I., F.R.V.A., rating surveyor and valuer, Folkestone, will deal with the growth, anomalies, and difficulties of the present rating system, and suggested reforms.

The Copenhagen school, from August 26 to September 2, will be open only to those who have attended a previous N.A.L.G.O. summer or week-end school, to a maximum number of 40. Full details will be announced later.

A notice regarding the school at St. Andrews, will be found on page 124.

Week-End Schools

In addition to the summer schools, five week-end schools have been arranged by various area education committees. These are to be held at:

Whitmore Vale House, Hindhead, Surrey, April 15 and 16, arranged by the Metropolitan area education committee, Dr. F. H. Smith, town clerk of Woking, is to

lecture on "the effect of social and economic changes on local government" and "regionalism," and Alec Spoor, public relations officer of N.A.L.G.O. on "public relations." Particulars from J. E. Thomas, Finance Department, Council House, Feltham, Middlesex. The fee is 10s.

Mardon Hall, University College of the South West, Exeter, on April 14 and 15, under the auspices of the Devon, Somerset and Cornwall area education committee. The following lectures will be delivered:

"The central control of local authorities," by H. Lloyd Parry;

"The public services—what value?" by Sir Ioan Gwilym Gibbon;

"A local authority as an administrative machine," by Dr. A. H. Marshall; and

"Factors in the efficiency of local government," by Dr. Herman Finer.

Discussion groups will be organised. Particulars from W. S. Steer, "Treleigh," Vaughan Road, Heavitree, Exeter. The fee to members is 15s.

Bingley Training College, on April 22 and 23, arranged by the Yorkshire area education committee, A. N. Shimmin, M.A., Leeds University, will deliver two lectures: "Should councillors be paid?" and "The relations between local authorities and ratepayers." Particulars from A. N. Stockdale, Staff Club, 6, Bond Street, Wakefield. The fee is 8s.

Hockerhill Training College, Bishop's Stortford, on April 22 and 23, arranged by Eastern district area education committee. The lectures will deal with current practical problems in local government. Particulars from S. W. Edwards, Shire Hall, Castle Hill, Cambridge. The fee is 17s.

Reports on the week-end schools organised by the North Western district area education committee at Blackburn on March 25 and 26, and by the North Eastern area education committee at Durham on April 1 and 2, will be published next month.

ROUND THE BRANCHES**No. 9.—Hove**

Left to right:

Vice-Chairman,
W. S. Blackwood

Assistant Secretary,
J. E. C. Barter

Secretary, H. J. Pearce

Chairman, A. J. Reynolds

Auditor, G. L. Moon

Public Relations Officer,
W. Fox



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Meat & Food Inspector
Inst. M. & Cy. Engineers
Relieving Officer
Institution Officers
Clerical Assistants
College of Preceptors (accepted as educational qualification by Joint Board)
I.M.T.A., A.R.V.O.
L.C.C. Gen. & Major
A.R.S.I., M.R.S.I., M.I.H., etc.

CIVIL SERVICE EXAMS.

Clerical (age 16-17)
Executive (age 18-19)
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Patent Office (age 20-25)
Probationary Inspector G.P.O. (age 18-23)
Asst. Superintendent of Traffic (age 18-23)
Typist (age 16-25)
Customs (age 19-21)
Board of Trade (age 20-25)
Police College (age 20-26)
Etc., etc.

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- ★ Our Pass Record in all examinations is consistently well over 90 per cent., and includes many top places.

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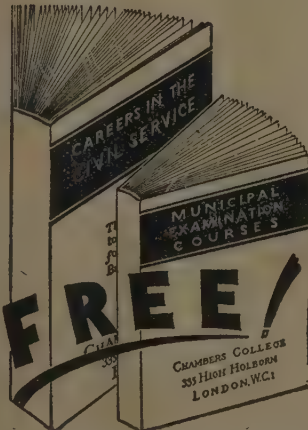
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SUPERANNUATION PROBLEMS

Some Important Ministerial Decisions

THE Minister of Health has given the following decisions on appeals submitted to him under the Administration Regulations made under the Local Government Superannuation Act, 1937.

Service in the Isle of Man

Having regard to the definitions of "local authority" and "service" in section 40 (1) of the Act, the provisions in the Act as to the reckoning of previous service cannot be construed as applying to service rendered to a local authority in the Isle of Man.

Whole-time service in a temporary capacity

An officer was appointed Temporary Valuation Assistant as from May 9, 1938. The letter notifying him of his appointment gave no indication of the period of employment although the advertisement had stated that the appointment would be for a period of approximately two years. The Minister decided that the provisions of section 30 (1) of the Act were only applicable in a case where the temporary employment was for a definite period of two years or less, and that in the circumstances the officer would become a contributory employee on April 1, 1939.

Previous service under the 1896 Act

In a notification no account was taken of previous service with a Board of Guardians during which an officer contributed under the Poor Law Officers' Superannuation Act, 1896, but in relation to which he did not become a transferred poor law employee or a transferred rating employee. The officer appealed to the Minister on the ground that such service was reckonable as contributing service for the purposes of the Act of 1937. The decision of the Minister was as follows:

I am directed by the Minister of Health to your appeal under Article 6 (2) of the above-mentioned Regulations against the decision of the Banstead U.D.C. under Article 5 with which you are dissatisfied in so far as it fails to recognise the claim you prefer that your period of service with the Guardians of the Dartford Union from the 22nd November, 1912 to the 30th June, 1925, will be reckonable as contributing service for the purposes of the Local Government Superannuation Act, 1937. Your appeal does not extend to your service under the Guardians from the 1st July, 1925 to the 31st March, 1929 though this period would seem to be equally material as your concurrent employment under the Dartford R.D.C. was part-time employment only.

According to the facts submitted, it appears that from the 22nd November, 1912, to the 31st March, 1929 you were employed by the Dartford Board of Guardians and the Dartford R.D.C., one half of your salary being paid by each authority. In respect of your employment by the Board of Guardians you were subject to the provisions of the Poor Law Officers' Superannuation Act, 1896, and contributions were paid by you under that Act. During this period the R.D.C. adopted the provisions of the Local Government and other Officers' Superannuation Act, 1922, and your post under that Council was designated for the purposes of that Act as from the 1st July, 1925.

On the 1st April, 1929, you entered the employment of the Epsom R.D.C. and a transfer value was paid by the Dartford R.D.C. in respect of the service rendered by you to that Council. Since that date you have been continuously a contributor under the Act of 1922 in respect of the whole of your remuneration.

Under the provisions of the Act of 1937 the only persons entitled to reckon as contributing service previous service under the Act of 1896 are

"transferred poor law employees," "transferred rating employees" and "registration officers," as defined in section 40 (1) of the Act. You do not fall within any of these categories and the Minister has therefore reached the conclusion that your previous service is reckonable for the purposes of the Act of 1937 in the following manner:

22nd November, 1912, to 30th June, 1925	Concurrent part-time non-contributing services
1st July, 1925, to 31st March, 1929	Part-time contributing and non-contributing services
1st April, 1929, to 31st March, 1939	Whole-time contributing service

The Minister accordingly hereby determines that if you remain in your present post until the 1st April next you will on that date be entitled to reckon your previous service in the manner indicated above.

Status of Manager of Public Baths

An employee who is employed by a local authority as whole-time manager of the public baths and whose duties include the management and supervision of the staff employed at the public baths, responsibility for the records and cash receipts of the clerk employed in the ticket office, swimming instruction and the supervision of bathers, is, in view of the nature of his duties, an "officer" within the meaning of section 40 (1) of the Act.

Employee placed in post already designated after attaining the age of 55. Reckoning of (a) previous service and (b) service after attaining age of 65.

A local authority issued a notification that an employee not having 10 years' service which would have been reckonable for the purposes of the Act of 1922, would not become a contributory employee on April 1, 1939. The employee appealed to the Minister on the ground that, for the purpose of ascertaining whether he would become a contributory employee, all his previous service with local authorities was reckonable. The Minister's decision was as follows:

The agreed statement submitted by the parties establishes the following facts. When you were appointed to the post of Medical Officer of Health under the Council it had already been designated as an established post for the purposes of the Local Government and other Officers' Superannuation Act, 1922, so that none of your previous service with other local authorities became reckonable as non-contributing service under the provisions of that Act. At the date of this appointment you were over 55 years of age, and you were not therefore required to make contributions under the Act. You have now attained the age of 65 years, and will be a whole-time officer for the purposes of the Act of 1937 because of other appointments held by you.

The Minister has carefully considered the representations submitted by the parties, and has reached the conclusion that as respects your office of part-time Medical Officer of Health of the Council you will become a contributory employee under section 3 (2) (a) of the Act of 1937, or in certain circumstances section 3 (2) (g), unless precluded by the provisions of section 3 (4) (c) which would not operate if before attaining the age of 65 years you had completed ten years of service within the meaning of the Act. Service is defined in section 40 (1) of the Act, so far as the definition is applicable in your case, as service rendered to any local authority before attaining the age of 65 years. Accordingly, as the period of your previous service under other local authorities together with the period of your service under the Council prior to attaining the age of 65 years exceeds in the aggregate 10 years, the provisions of section 3 (4) (c) will not operate in your case to preclude your becoming a contributory employee.

The Minister therefore hereby determines that if you remain in the employment of the Lichfield Rural District Council in the part-time post of Medical Officer of Health until the 1st April next,

and are still on that date a whole-time officer within the meaning of the Act of 1937, or being such a person as is mentioned in section 3 (2) (g) of that Act, you will on that date become as such part-time Medical Officer of Health a contributory employee within the meaning of the Act of 1937.

Chaplain to whom Clergy Pensions Measures 1926 to 1936 apply

A local authority notified a Chaplain to a Public Assistance Institution, who is a transferred poor law employee, but a person to whom the Clergy Pensions Measures 1926 to 1936 apply, that he would not become a contributory employee under the Act of 1937. The chaplain appealed on the ground that he becomes a contributory employee by virtue of paragraph 2 (a) of Part I of the Second Schedule to the Act.

The Minister's decision was as follows:

According to the facts submitted, you are a transferred poor law employee and, at present, contribute under the Poor Law Officers' Superannuation Act, 1896, in respect of your salary as Chaplain, but you are a person to whom the Clergy Pensions Measures, 1926 to 1936 apply.

You submit that, notwithstanding the provisions of section 3 (4) (a) of the Act of 1937 you will, as a transferred poor law employee, become a contributory employee having regard to paragraph 2 (a) of Part I of the Second Schedule to the Act.

The Minister has given careful consideration to the representations submitted by you but he is advised that paragraph 2 (a) of Part I of the Second Schedule to the Act does not operate except by virtue of section 3 (2) (e), and that section 3 (4) (a) of the Act therefore precludes you from becoming a contributory employee. He is accordingly unable to accept your contentions, and hereby determines that the decision of the Council is correct.

Service with a Voluntary Institution

In a notification issued by a local authority no account was taken of a period of employment as a Home Teacher under the Bradford Royal Institution for the Blind. The employee appealed to the Minister on the ground that during that period she was an employee of the local authority and that such service is reckonable under the Act. The Minister's decision was as follows:

You submit that as during that period of employment the salary paid to you by the Institution was provided to the extent of one-half by the Corporation and the remainder by way of a grant-in-aid by the Minister of Health, you should be regarded as an employee of the Corporation during the above-mentioned period.

The Minister has given careful consideration to the representations submitted, but having regard to the definitions of "local authority" and "service" as contained in section 40 (1) of the Act of 1937 he is unable to accept your contention, and he accordingly determines that the period of your employment with the Bradford Royal Institution for the Blind will not be reckonable for the purposes of the Act of 1937.

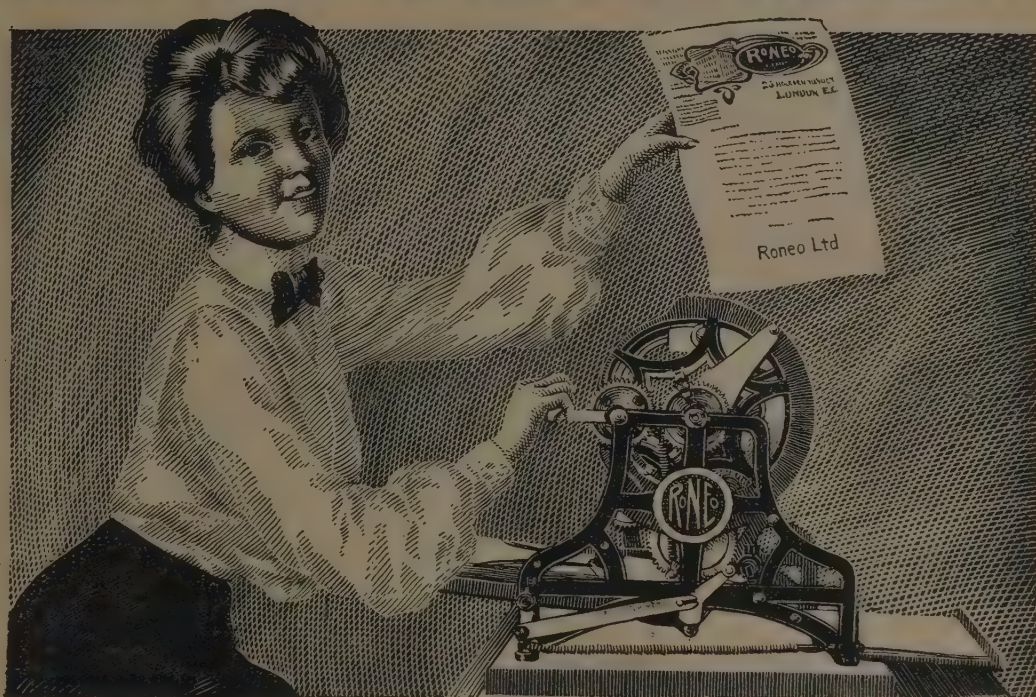
Supplementary Teacher in Non-Provided School

A local authority having considered the case of a supplementary teacher employed in a non-provided school whom they had with the consent of the Managers of the School by statutory resolution specified as a contributory employee, issued a notification which failed to take into account any service rendered by the teacher prior to April 1, 1939, either in the school at which she was then employed or in another non-provided school prior to her present employment. The teacher appealed to the Minister on the ground that she should be entitled to reckon all her previous service in non-provided schools. The decision of the Minister was as follows:

According to the facts submitted you were employed as a supplementary teacher at the Tringham Non-Provided School from the 8th November, 1915, to the 30th April, 1932, since when you have been similarly employed at the Overstrand Non-Provided School. The County Council having with the consent of the Managers of the Overstrand School passed a resolution under section 3 (2) (f)

(Concluded at foot of page 140)

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HOW IS YOUR SALARY CALCULATED FOR "BROKEN" PERIODS?

THE question often arises as to the proper method of calculating the amount of salary to which an officer of a local authority is entitled in respect of a "broken period"—i.e., when his employment begins or ceases on some day other than the first or last of a month.

The usual sort of question is: "Is an officer, employed at an annual salary of £365, and who leaves the employment of the authority on November 15, entitled to half one month's salary in respect of fifteen days of November—£15 4s. 2d.—or 15-365ths of his annual salary—£15?"

Section 2 of the Apportionment Act, 1870, provides that all rents, annuities, dividends, and other periodical payments in the nature of income—whether reserved or made payable under an instrument in writing or otherwise—shall, like interest on money lent, be considered as accruing from day to day, and are to be apportionable in respect of time accordingly. "Annuities" is defined as meaning salaries and pensions.

The practice of apportioning salaries for broken periods differs among local authorities, some allowing 1-365th of the salary for each day in the broken period, while others deal with the matter on the basis of treating the broken period as part of a month and allowing one thirtieth or one thirty-first of the month's salary for each day of the broken period.

OBITUARIES

We regret to record the deaths of:

W. D. Cook, borough electrical engineer, Barnstable;

M. P. Johnson, city engineer's department, Newcastle-on-Tyne, founder-member of the branch who was for some years chairman of its executive.

C. Dunn, late president of Barrow-in-Furness branch, member since inception, and a leading figure in local efforts for superannuation; and

G. H. Abrahams, former town clerk of Stretford, who had been president of the branch for a number of years.

(continued from page 138)

of the Act specifying you as a contributory employee have notified you that if you remain in your present employment until the 1st April next you will, on that date, become a contributory employee. In the statement accompanying the notification of their decision they have indicated however that you will not be entitled to reckon for the purposes of the Act any service prior to that date.

The Minister has carefully considered the representations submitted. He is advised that, having regard to the provisions of Section 18 of the Act and to the definition of "service" contained in section 40 (1), the provisions of the Act as to the reckoning of previous service are, in the case of a supplementary teacher employed in a non-provided school, to be construed as applying to all service in the employment of the Managers of the School in which the supplementary teacher is serving on the date on which she becomes a contributory employee. Employment with other Managers of non-provided schools cannot in the Minister's view be so reckoned.

The Minister accordingly hereby determines that if you remain in the employment of the Managers of the Overstrand Non-Provided School until the 1st April next you will on then becoming a contributory employee be entitled to reckon as non-contributing service for the purposes of the Act the period of your employment with those Managers prior to that date.

In view of the frequency with which N.A.L.G.O.'s legal department is asked to advise on this question, it was decided to obtain counsel's opinion on the following questions:

Whether there was any rule of law which governed the computation of salary in the case of a broken period; and

If there was not any rule of law, what course should be taken.

Counsel, Mr. Erskine Simes, advised as follows:

"There is no reported case showing the relation of the Apportionment Act, 1870, to salaries, and I have examined a number of decisions on the apportionment of annuities and rents without finding any guidance. The question must, I think, therefore be determined by a consideration of the provisions of the Act of 1870 itself.

"In my opinion the general rule deducible from that Act as applied to salaries and wages is that a salary expressed to be fixed by the year is apportionable according to a fraction of which the denominator is 365 (366 in leap years); for a wage expressed to be weekly the denominator is 7 or 6 according to the nature of the work; to be monthly it must be the number of days in the month.

"It is possible to exclude this rule by express stipulation under Section 7 of the Act. The fact that a salary expressed to be so much a year is, as a matter of convenience, paid in twelve equal monthly instalments, cannot, in my opinion, be held to amount to agreement to depart from the general rule.

"In my opinion the correct mode of apportionment is by a fraction of which the numerator is the number of days which have elapsed, and the denominator is 365."

BOROUGH OF KETTERING

GENERAL ASSISTANT—TOWN CLERK'S DEPARTMENT

APPLICATIONS are invited for the appointment of a General Assistant in the Town Clerk's Department at a salary of £255 per annum, rising, subject to satisfactory service, by annual increments of £10 to £305 per annum in accordance with Grade E1 of the Borough Council's scale.

Applicants must have had considerable experience in County Court work and Conveyancing, and of the general work of a Town Clerk's Department.

The successful candidate will be required to pass satisfactorily a medical examination.

Applications on forms to be obtained from me, together with copies of three recent testimonials, must reach me not later than the 11th April, 1939.

Canvassing will disqualify.

JOHN CHASTON,
Town Clerk.

Town Clerk's Office,
High Street,
Kettering,
March, 1939.

NORTH WALES

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7/- PER DAY

N.A.L.G.O.'s private hotel, at Rhos-on-Sea, will be full for Easter, but afterwards until May 31 accommodation may be had at the remarkably low charge of seven shillings a day.

Write to the Manageress, Cefn-y-Mynach Private Hotel, College Avenue, Rhos-on-Sea, Colwyn Bay, North Wales.



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President of the Executive Council, 1938-39:

T. A. SHACKLES, F.F.A.S., F.C.B.V.A., F.R.V.A. (Grimsby).

FOR A LIMITED PERIOD THE EXECUTIVE COUNCIL ARE PREPARED TO CONSIDER APPLICATIONS FOR MEMBERSHIP ON PRACTICE QUALIFICATIONS FROM PERSONS ENGAGED IN THE PROFESSION OF ARCHITECTURE AND/OR SURVEYING.

Full particulars and application forms can be obtained from the Secretary.

THE FACULTY OF ARCHITECTS AND SURVEYORS,

Victoria House, Southampton Row, London, W.C.1

NOTE—Members contemplating application for registration under the Architects (Registration) Acts, 1931 to 1938, are advised to consult the Advisory Panel on Registration which has been set up.

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HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O., 24, Abingdon St., Westminster, S.W.1. Telephone: WHItell 9351.

Telegrams: Natassoc, Parl., London.

A CIRCULAR sent to branch secretaries from headquarters on March 22 (36/GEN/39) drew attention to the fact that during the September crisis some members hastily withdrew money invested in various activities of N.A.L.G.O. To take precautions against an inrush of withdrawals, branch secretaries were requested to inform members that the period of notice for withdrawal stipulated in the rules of the various activities would have to be given in the event of another emergency.

The circular also suggested that to ensure regular payments to headquarters in the event of an outbreak of hostilities members might consider effecting remittances by means of bankers' orders.

Local correspondents were advised to make arrangements for someone to take over their duties without warning, should the occasion arise, and it was stated that much of the work of the Association would as far as possible be carried on at the Cefn-y-Mynach Private Hotel, College Avenue, Rhos-on-Sea.

Another circular (38/ORG/39) reiterated the advice to branches to approach local authorities with a view to settling the position of officers of more than twenty-five years in relation to National Service. A copy of a letter, sent to all town clerks, urging authorities to give officers a lead in this matter, and an excellent summary of the position prepared by the executive of Northwich branch, were enclosed.

Other circulars were:

February 22

24/ORG/39 (To certain branch secretaries) asked for information in connection with membership.

25/ORG/39 (To branch secretaries) dealt with the retiring age of female nurses, midwives, and health visitors.

26/ED/39 (To secretaries of branches and area education committees and to education correspondents) announced a meeting of education correspondents at the Torquay Conference and asked for items for discussion.

27/ORG/39 (To branch secretaries) dealt with various aspects of National Service.

28/SA/39 (To branch secretaries) (a) was with reference to the Holidays Reunion in London, and (b) concerned Easter Continental holidays.

March 8

23/NPS/39 (To Provident Society correspondents) related to (a) the audit of pass-books; (b) membership of N.A.L.G.O.; and (c) the return of the pass-books.

March 22

29/LEGAL/39 (To branch secretaries) dealt with payment of transfer value by a local Act authority to an officer transferring before April 1.

Four further circulars to branch secretaries from the legal department, relating to matters reported more fully on page 134, were:

30/LEGAL/39 which dealt with the deduction of N.H.I. sickness benefit from salary or wages during absence from employment through sickness;

31/LEGAL/39 relating to certificates of exception from N.H.I. insurance;

32/LEGAL/39 regarding value of emoluments for superannuation purposes; and

33/LEGAL/39 dealing with the introduction by the Minister of Health of a short Bill to amend the Local Government Superannuation Act, 1937.

Three other circulars were:

34/ED/39 (To secretaries of area education committees, branch secretaries, and education correspondents) gave details of summer schools (see page 136).

35/SA/39 (To branch secretaries) announced that the N.A.L.G.O. Holiday Guide could be obtained from E. Rolt, 18/20, Southwark Street, S.E.1, and not headquarters; and enclosed particulars of N.A.L.G.O. colours and the Continental Holiday programme.

37/BO/39 (To branch secretaries) urged the return of purses for the Benevolent and Orphan Fund purse session at Conference not later than May 13.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is:

October 55	January 55
November 56	February 55
December 56	March 53

The percentage increases for the past three months in each of the five groups on which the index figure is based are:

	Jan.	Feb.	Mar.
Food	38	38	35
Rent	61	61	61
Clothing	110	110	110
Fuel and light ..	85	85	85
Other items	75	75	75

NEWS FOR HOUSE-HUNTERS

Properties offered for sale this month through the Nalگو Building Society's free advertising scheme are:

Leigh-on-Sea (Essex).—Semi-det., freehold, 2 recep., 3 bed., tiled kitchen, bathroom, sep. W.C., conservatory, garden 200' by 50', central position in secluded square overlooking golf course, near sea, station, and bus route, £800.—J. Bains, Corporation Depot, Woodysates Road, Lee, S.E.12.

Bedford.—Well-built freehold residence, 2 recep., 4 bed., kitchen, scullery, bathroom and W.C., on high ground facing park; plot 17' by 98', no road charges, £650 or near offer.—162, Forest Hill Road.

Gidea Park (Essex).—Mod. semi-det., freehold, 2 recep., 4 bed., kitchen, bathroom, garage, attractive garden, glasshouse, £1,200, view by appointment.—157, Main Road.

N.A.L.G.O. BADGES

One member in ten possesses the crest badge. Do you? Every officer should wear evidence of his membership of N.A.L.G.O. The badge is neat and bears a distinction worthy of the Association of which it proclaims its wearer a member.

Please do your bit to make it more generally worn.

CONTINENTAL HOLIDAYS

The N.A.L.G.O. Continental Holidays programme is now available, and copies will be forwarded to those members who complete the slip below. A number of new and interesting holidays have been arranged nearer home—in France and Belgium—this year.

In response to many requests, holidays by "de luxe" motor coaches have been arranged at advantageous rates for members and their friends to Scandinavia, Italy, Dolomites and Venice, Vienna and Budapest, Black Forest, and the Rhineland.

To N.A.L.G.O., 24, Abingdon Street, London, S.W.1.

Please send me details of holidays:

In France In Belgium
In Switzerland
On the Continent by De Luxe Motor Coach

(cross out those not required)

Name.....

Address.....

HEADQUARTERS HOLIDAYS

The offices will be closed for the Easter holidays from 5 p.m. on Thursday, April 6, until 9 a.m. on Wednesday, April 12.

IMPORTANT DATE

April 30.—Second quarterly return of alterations in register of membership.

Torquay Conference

April 15.—Amendments to annual report and motions in Conference agenda to be received by 5 p.m.

Voting papers for N.E.C. to be in hands of branch secretaries.

April 22.—Voting papers for N.E.C. to be in hands of members.

April 29.—Voting papers for honorary officers and for venue of annual Conference, 1940, to be in the hands of branch secretaries.

May 1.—Voting papers to be in hands of secretary of district committee.

Journal will contain amendments to motions in Conference agenda.

May 13.—Conference agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

Branches desiring to divide voting strength at Conference to notify headquarters of allocation.

Voting papers for honorary officers and for venue of Conference, 1940, to be returned to headquarters.

May 27.—Whit Saturday. First day of Conference proceedings.

May 29.—Whit Monday (Bank Holiday). Second day of Conference proceedings.

May 30.—Tuesday morning. Final Session of Conference proceedings.

OFFICERS

General Secretary: L. Hill.

Deputy General Secretary, Legal Secretary, and Insurance Secretary: J. Simonds, M.A., Barrister-at-Law.

Accountant: H. G. Baker.

Organising Secretary: J. B. Swinden.

Education Secretary: H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary: H. Wright.

Public Relations Officer: A. Spoor.

Divisional Secretaries:

Metropolitan and Eastern: T. M. Kershaw, 24, Abingdon Street, S.W.1; Whitehall, 9351.

North Western and North Wales: Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars 7668.

North Eastern and Yorkshire: W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland, and South Wales: J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

South Eastern, Southern, and South Western: F. Thomas, Room 60, Somerset House, Reading; Reading 3880.

Scottish: J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.



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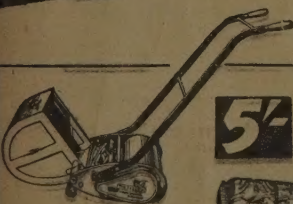
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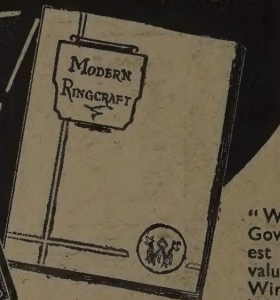
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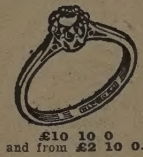


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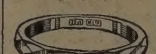
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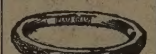
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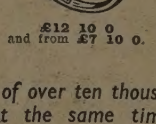
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